

Section I

Reports from Town Departments, Committees, Boards, & Commissions

General Government

Board of Selectmen & Town Administrator

This year saw continued emphasis by the Board of Selectmen and Town Administrator in several key areas, including enhancing the Town's financial stability, reducing the Town's energy consumption, and enhancing our economic development efforts. These efforts are important to our central mission of providing excellent services at a good value to all residents and taxpayers.

In 2012, Standard and Poor's rating agency reaffirmed Natick's AAA bond rating (the highest rating possible) in conjunction with the refinancing of existing debt and issuance of new debt for capital equipment and improvements. In so doing, we received unprecedented low interest rates of 0.87% for the refinanced debt - saving the Town over \$2 million over the remaining term of the bonds - and 1.3% for the new debt.

In reaffirming the Town's high credit rating, S&P cited Natick's strong economy, including a 2011 unemployment rate of 4.7% compared to the Commonwealth's 7.4%, and the Town's median household effective buying income of 156% of the national level, which was considered very strong. S&P also noted the Town's strong unassigned and assigned combined fund balances at the close of 2011 of \$10.24 million, or 9.1% of general fund expenditures, and an additional \$6 million in committed general fund reserves. S&P also issued a "stable outlook," suggesting that the AAA bond rating will be reaffirmed for at least the next two years, given their stated expectation that the Town will continue to maintain its strong reserve position and that its tax base will remain strong and stable.

While this financial information may seem somewhat arcane, it is a fitting introduction for the Selectmen and Town Administrator's 2012 Annual Report, as it is our belief that our ultimate and most critical goal is to ensure that the Town's current fiscal condition and long-range financial outlook are sound and strong. This is the best way to ensure that we can meet the needs of the residents now and into the future. In ways large and small, the vast majority of our other efforts either directly or indirectly are intended to enhance the Town's fiscal condition towards this same goal.

A terrific example of this is the Town's concerted effort to reduce our energy consumption and enhance our utilization of renewable resources. As of this writing, Natick is meeting at least 10% of its electricity demand from energy supplied by solar panels that have been installed on 6 Town buildings; these solar installations generate over 1.23 million kWh annually.

Notably, since 2008, the Town has completed energy efficiency and renewable energy projects totaling about \$13.8 million, offset by \$600,000 in utility rebates and state grants, \$6.7 million in construction costs from Ameresco, through our Power Purchase Agreement for the solar panels, and over \$1 million in energy efficiency improvements to the Town-owned William Chase Ice Arena by the lessee. In the end, about \$5.5 million was funded by the Town of Natick. The anticipated annual energy cost savings for these projects is about \$470,000, which gives Natick about a 12 year payback period for our investment.

Innumerable smaller projects support this goal, and contribute to a 26% reduction in our overall energy use over the past four years.

Significant additional energy savings are anticipated in 2013 through the planned upgrade to LED streetlights. Currently, our streetlights are a mix of high pressure sodium, metal halide, and mercury vapor – all of which consume significantly more energy and require more maintenance than LED lights. While initially planned for implementation in 2012, an opportunity for regional collaboration was identified, resulting in a slight delay but even greater savings. Approximately 2,500 street and parking lot lights will be replaced, producing an annual savings of \$68,000 - \$91,000. After NStar rebates and incentives, the cost to the Town will be approximately \$500,000.

During 2012, we extended our energy efficiency efforts by creating programs to assist residents in doing the same. In March we partnered with Next Step Living, a Massachusetts-based residential energy efficiency company providing Mass Save Energy assessments and rebates to NStar and National Grid electric and gas customers. To date, 381 Natick homeowners have saved money and improved the comfort of their homes through no-cost home energy assessments and improvements. On average, just by having the energy assessment, residents saved \$58/year, while those who took advantage of the available rebates and incentives saved an average of \$206/year with many seeing much greater annual savings. In total, participating Natick residents have saved \$23,000 in utility costs, while making their homes more comfortable and sustainable.

In January 2013, we will launch the Natick Solar Challenge – a campaign to identify homes properly situated for solar installations and reach out directly to those homeowners to discuss opportunities to lower their electric bills through clean and affordable solar energy. Even in advance of this campaign, nearly 40 homeowners completed solar installations in 2012.

Our commitment to preserving and protecting the Town's fiscal condition was clearly evident in the well-managed completion of the new Natick High School and the Community-Senior Center, featured on the covers of this Town Report. The Board of Selectmen and Town Administrator are so very grateful to the voters and taxpayers of this community for supporting these wonderful projects. Thank you also to the many members of the projects' Building Committees; these volunteers helped ensure their timely, quality and cost-effective completion. These magnificent new facilities will greatly benefit residents of all ages and serve as a source of community pride for many years to come.

Other enhancements to the Town's fiscal condition are being achieved through departmental reorganizations. The 2011 Fall Annual Town Meeting authorized the consolidation of the departments of Council on Aging, Human Services, Recreation and Parks, and Veterans' Services into a new Community Services Department, and this organizational structure became effective at the beginning of 2012. This new structure will help us achieve the goals of enhancing collaboration and coordination among the staff and operations represented in the new Community-Senior Center as well as enhancing service to Natick residents.

Initially, this consolidated department was ably led by Richard Cugini, who was promoted to Community Services Director from his long-held position as Director of Recreation and Parks. Dick announced his intent to retire in February 2013; we will be challenged to find a Community Services Director who can match his drive, enthusiasm and commitment to the community.

Jonathan Marshall, who served for several years as Program Coordinator for the Recreation and Parks Department, was promoted to the position of Director of the department. Jon's leadership skills were immediately evident and he quickly became an integral part of the management team within the Community Services Department.

At the 2012 Spring Annual Town Meeting, two additional department consolidations were authorized. After months of study and analysis, the Board of Selectmen and School Committee agreed to consolidate their respective building maintenance functions into a combined Facility Management Department. The guiding principles agreed to by these boards are to improve the quality and value of services delivered to facilities users, taxpayers and related constituents; maximize the lifespan of Town-owned assets; achieve operational efficiencies and, where possible, cost efficiencies relating to Town facilities management; and establish and demonstrate an effective process for collaboration between the General Government and the School system. Paul Comerford was hired as the new Director of Facility Management in June 2012 and is hard at work building and refining the team and the systems necessary to ensure adherence to these principles.

We have also combined the offices of the Collector/Treasurer, Comptroller and Assessor into one Finance Department; this department is headed up by the Deputy Town Administrator Michael Walters Young, who now also serves as the Town's Finance Director. As those who know Michael's intellect and work ethic would expect, he has embraced this new role and initiated organizational, procedural and cultural changes that will serve to improve the community's financial operations.

We believe that each of these department consolidations will enhance the efficiency, effectiveness, quality and cost-effectiveness of service delivery to Natick residents.

The term "economic development" can mean different things to different people, and a variety of initiatives and programs fall under this broad heading. It seems that in 2012 we touched upon almost all of them, with the overarching goals of ensuring a diverse tax base in the community and specifically maintaining or enhancing the percentage of tax derived from commercial/industrial property; maintaining a variety of job opportunities for Natick residents; and enhancing the vitality of Natick Center.

Early in the year, the Board of Selectmen and Natick Center Associates co-sponsored Natick Center Forward, an event designed to elicit public input to help guide decision-making and identify opportunities for the development of a sustainable revitalization process. Well over 100 residents participated in small group discussions and on-line surveys to identify what participants like and don't like about Natick Center, and the kinds of development desired in the future; this input will help inform future public actions. The Natick Center Forward final report can be found on the Town website www.natickma.gov or by contacting the Selectmen's office.

In August, the Massachusetts Cultural Council designated Natick Center as a Cultural District. In achieving this designation, Natick Center Associates and the Board of Selectmen agreed to a set of goals, including: to attract artists and cultural enterprises, encourage business and job development, establish tourist destinations, preserve and reuse historic buildings, enhance property values, and foster local cultural development. Working together to achieve this designation helped solidify the partnership between Town government and Natick Center Associates. With this designation, the Town will expand its efforts to identify programs and services that support and enhance the development of the cultural district.

Significant time was spent this year on the issue of parking in Natick Center, including work by a consulting team led by The Cecil Group, who completed a state-funded parking study that evaluated a variety of short and long term options, some of which were somewhat unique and unexpected. While the general consensus has long been that there is a parking shortage in Natick Center that can only be

solved by creating additional parking – ideally through development of a parking garage – the study suggested otherwise. Specifically, the study revealed that significant parking is available during most business hours, although perhaps not in the most coveted locations. Parking management techniques – encouraging utilization of the less central locations, changes in fee structures and other approaches – will be evaluated over the coming months. These practices do not necessarily negate the need for future development of a parking garage to accommodate and facilitate further development in Natick Center, and this option will continue to be explored.

Of course, our economic development efforts extend well beyond Natick Center.

During 2012, the Economic Development Committee hosted two major events, the first being the Economic Development Self-Assessment Tool (EDSAT) survey breakfast in June - an event sponsored by the Crowne Plaza which was attended by more than 40 local business executives, municipal employees and volunteers. The goal of the EDSAT was to measure the Town's economic development 'readiness' and position relative to other regional and municipal economic development assets and activities. Natick was awarded a \$5,000 grant from the MetroWest Chamber of Commerce to undertake the EDSAT at no additional cost to the Town. Dr. Barry Bluestone of Northeastern University facilitated the collection and presentation of this local market data.

The Economic Development Committee also hosted a biotech and clean manufacturing breakfast in December, sponsored by the Hampton Inn. The event featured guest speakers from The Richmond Group and highlighted key requirements for landlords and prospective tenants in Natick's two major industrial parks to upgrade their facilities to support high-tech, job-creating businesses. This effort followed the 2012 Fall Annual Town Meeting's designation of both industrial parks as "Economic Opportunity Areas".

A significant obstacle to sound business development was determined to be Natick's Zoning By-Law, which is widely regarded as being riddled with inconsistencies, conflicts and confusion, creating unnecessary complexity in development review. Subsequent to the approval of funding by Town Meeting, the Selectmen formed a Zoning By-Law Review Committee and retained the firm of Blatman, Bobrowski and Mead to assist the Town in this important project. Work will be done in two phases; the initial phase is intended to make the document more clear, consistent and easy to interpret, without making substantive changes; this phase is scheduled for presentation to the 2013 Spring Annual Town Meeting. The second phase will assess how the Zoning By-Law and zoning districts can facilitate the right kinds of development in the right places, and to recommend changes to help properly shape future development. This phase will include substantial public input.

Also critical to attracting new businesses, and mitigating the impact of business development on the community's residents, is to address roadway congestion. Accordingly, the Town has been pursuing numerous projects, including the following:

- Improvements to the intersection of Route 9 and Oak Street were put out to bid mid-2012 with construction starting in 2013; this is likely a 2 year construction project.
- Reconstruction of Oak Street was completed during 2012 excepting the Route 9 intersection which is under state control.
- Design work for the reconstruction of Route 27 continues. Upon completion of the design work we will seek to have the project included in the state Transportation Improvement Program such that construction funding would be provided by the state and/or federal government.
- The above mentioned Route 27 project specifically excludes the interchange with Route 9; per

state directives this design and construction project is proceeding on a different, and somewhat slower track, given the complexity of the intersection. Nonetheless we continue to move this project forward as best we can while working with our Department of Transportation (MassDOT) partners.

- Design funds for reconstruction of Pine Street and Cottage Street (from Woodland Street to Everett Street) were approved at the 2012 Fall Annual Town Meeting; it is anticipated that construction funds for both projects will be requested at the 2013 Fall Meeting. .
- Numerous other neighborhood roadway improvements have been completed and are planned, some of which are financed with private mitigation funds; visit the DPW webpage to review the 5-Year Roadway Improvement Plan.

One setback during 2012 was the closure of the Marion Street (Tilly Ciccarelli) Bridge, under mandate by MassDOT. Although the bridge was rehabilitated in 2003, it has since settled significantly, requiring the closure. After hearing a presentation by the Town Engineer and MassDOT officials, it is apparent that a full reconstruction will be necessary, which will likely take two years; this project will be funded by the Commonwealth. Detours will continue to be evaluated to smooth the flow of traffic as best as possible.

Several key personnel changes have been mentioned throughout this report, and others are certainly noteworthy. Sadly, the Town's long-time Collector/Treasurer Bob Palmer passed away this year. Bob was an incredibly bright man, who through his lifelong commitment of service to communities had a deep understanding of all government operations. This intellect and knowledge base made Bob the "go-to guy" on innumerable occasions, and he was always ready, willing and able to do whatever was needed and do it well. There was not a problem or challenge that Bob could not solve. This community owes Bob Palmer a huge debt of gratitude, and we believe the community has always recognized and appreciated his enormous contributions.

During Bob's illness and eventual passing, Elizabeth "Beth" Kelley, Executive Assistant in the Collector/Treasurer's Office, ably served as Interim Collector/Treasurer. Following Bob's model, Beth worked tirelessly to do all that was needed to ensure the continuity of these critical financial operations. After a lengthy search, late in 2012 Thaddeus ("Ted") Jankowski was appointed as Natick's new Collector/Treasurer; Ted began this position in early January, 2013. Ted comes to us with a long and distinguished career in municipal government, including city management, assessing, school business administration, and chief financial officer positions. We have every expectation that the addition of Ted to our leadership team will greatly benefit the Administration and the Town for many years to come.

In 2012 we also were advised of the impending retirement of long-time employee and current Supervisor of the DPW Water/Sewer Division John Perodeau. Jack contributed in countless ways to the maintenance and improvement this infrastructure, including the development of many wells and a state of the art treatment plant, with a focus on doing high quality work in-house at a savings of millions of dollars. Under Jack's leadership, Natick attained the highest level drinking water certification available.

While numerous management-level personnel changes have been noted in this report, the Board of Selectmen and Town Administrator wish to thank employees at all levels within the organization for their hard work and dedication to their operations and this community.

We are also grateful to the many volunteers who help ensure the effective accomplishment of the Town's business while making Natick a unique and wonderful community.

Respectfully submitted,

Martha L. White, Town Administrator

Town Counsel

2012 continued the hallowed tradition of feisty legal issues, primarily involving building, the Community/Senior Center, conservation, contracts, DPW, easements, elections, licensing, litigation, open meeting law, planning and subdivision, Town Meeting, zoning, as well as conferences and telephone conferences with and advice to town personnel.

Town Meeting consolidated into a new Finance Department the offices of Collector/Treasurer, Assessors and Comptroller; consolidated general government and school department facility maintenance and management functions; increased the personal exemption amounts allowed by law for elderly persons, disabled veterans and blind persons; authorized the Board of Selectmen to acquire during Fiscal Year 2013 on behalf of the Town easements for roads, sidewalks, vehicular and/or pedestrian access or passage, drainage or utilities, which authorization applies only to easements acquired at no cost to the Town; authorized the Board of Selectmen to lease for golf course maintenance equipment for a period not to exceed 5 years; amended a 2011 Town Meeting vote to include codifying the Traffic Rules and Regulations within the appropriation for codifying the By-Laws and Charter; established a Community/Senior Center revolving fund to use for the purpose of funding Community/Senior Center programs and activities with money received from participants in such programs and activities; allowed services to the Town in exchange for reduction of the real estate tax obligation of a person over the age of 60 physically unable to perform such services to be performed by an approved personal representative of such a person; authorized the Board of Selectmen to apply to the Massachusetts Economic Assistance Coordinating Council for designation as an Economic Opportunity Area the Natick Industrial Park and the Mercer-Strathmore Road area; accepted Main Street as a public way; authorized the Board of Selectmen to enter into a Community Choice Aggregation Program to contract for electricity supply for Natick residents and business; and amended the By-Laws as follows: to provide that part time employees are not required to obtain Board of Selectmen approval to earn compensation in the Senior Property Tax Work Program; to eliminate the requirement that the location of a public works project be included in a vote to appropriate money for that project; to increase the membership of the Information Systems Advisory Board from 5 to 7 members; and to include all terrain vehicles in the provisions which prohibit use of all terrain vehicles on public property and private property.

Procurement documents and contracts were reviewed for: construction of a new Community/Senior Center and nine categories of furniture, fixtures and equipment; a data tracking system for the Community/Senior Center; an agreement for rental of Community/Senior Center facilities; a practicum for Salem State graduate nurses to provide nursing services at the Community/Senior Center; service and maintenance of HVAC for the 911 system and the Town Hall, Police Station

and Morse Institute Library server rooms; installation of HVAC at the Cole Center; purchase of water meter interface units; design of improvements to J.J. Lane Park and adjoining property; Town Hall CO2 sensors and HVAC improvements; Civil War Monument cannons restoration; Springvale 1 Water Station rehabilitation; design of a DPW headquarters second floor; DPW gravel pit building construction; pavement crack sealing; H & T filter panel modifications; design and replacement of a new Bacon Free Library boiler; on call wastewater pump maintenance and repair; on call Supervisory Control and Data Acquisition (SCADA); Program Logic Controller (PLC) programming and maintenance services; Kennedy Middle School electrical upgrades; amendment to collection, transportation and disposal of recycling materials contract; lease purchase of LED light fixtures; tree removal services; purchase of a fence for Memorial Beach; developing an affordable housing study and plan; Parks and Recreation programs bus transportation; restoration of historic books; a clinical affiliation agreement with Simmons College; assistance with management and oversight of a cultural center in Natick; use of Home Program funds; a forest stewardship management plan; selling stop signs to the MetroWest TRA; lease purchase of modular classrooms for Natick High School; offsite storage of electronic data; household hazardous waste removal; food inspection services; an injured on duty management program; interim Town Comptroller services; and Treasurer/Collector services.

Eleven (11) zoning cases and one (1) construction case were resolved in 2012 favorably to the position of the Town. Thirteen zoning cases, one auto class 2 license case and one real estate case were pending at the end of 2012.

Treasurer-Collector and Finance Director Robert Palmer passed away in 2012. An intelligent, laconic gentleman, his contributions to Natick government are extraordinary.

Our firm, Murphy, Hesse, Toomey & Lehane, LLP, is a law firm of thirty (30) lawyers. Partners David DeLuca and Kathryn Murphy, associates Karis North, Bryan Leblanc, Brandon Moss, Brian Fox and Lauren Galvin, and paralegals Paula Rivera and Bryanne Tartamella also worked on Town Counsel matters in 2012. We thank the Board of Selectmen, Martha White, Michael Walters Young, Donna Challis, Maureen Fleming, Ann Wiles and all Town of Natick employees and members of boards, commissions and committees for the very enjoyable working relationship which you provide.

Murphy, Hesse, Toomey & Lehane, LLP

By: John P. Flynn

Town Clerk

The Town Clerk's Office often serves as a gateway for the public with questions regarding local government services. The Clerk's office is the keeper of all vital records, (birth, death and marriages); issues dog license, raffle and bazaar permits, and DBA certificates; and maintains zoning and planning decisions. In addition, the Town Clerk is the clerk of Town Meeting and all election and town meeting records are maintained in the office. The Clerk is also the Chief Election Officer for the Town.

The Office of the Town Clerk, acting as the Town's Registrar of Vital Records recorded 421 births, 364 deaths and 159 marriages in 2012. In addition to registering new records, the office also issues certified copies of all vital records. During 2012 the office issued 1,560 birth certificates, 483 marriage certificates and 1,676 death certificates. The office also issued 289 DBA (Doing Business As) certificates and licensed 2,808 dogs during the year.

In 2012 the office administered the Town Census (street listing) to over 19,000 addresses. The information gathered through the Annual Town Census is used to update the annual list of residents. Distribution of the Town Census and compilation of the data is required by Massachusetts General Laws. Upon completion of the Annual Census, the Board of Registrars mails confirmation cards to voters who did not respond to the census.

Natick held two Annual Town Meetings, one in the spring and one in the fall of 2012. The Annual Spring Town Meeting convened on April 10, 2012 concluded its business in four (4) sessions, dissolving on April 26, 2012. The Annual Fall Town Meeting convened on October 16, 2012 concluded its business in four (4) sessions, dissolving on October 25, 2012. Meeting minutes are included in this report and are available on the Town's website at www.natickma.gov.

During the past year, the Town awarded a contract to begin a multi-year restoration process of the Town's permanent records. This was the first year of the project and over sixty-five (65) volumes of records were restored. These records date back to the 1700s and include birth, death and marriage records as well as Town Meeting and election reports. The documents were cleaned, preserved and returned in new books which are stored in a vault in the Office of the Town Clerk. Town Meeting approved a second installment of funds which will allow this project to continue in 2013.

In addition, during the past year, Town Meeting approved capital funding to complete the codification of the Home Rule Charter and By-laws of the Town of Natick. This project is underway at this time.

I would like to thank the Board of Registrars: Robert Awkward, Donna Lambert and Nancy Northgraves for their assistance during the elections. I would also like to thank Deb Blatz, Kerry Graveline and Nancy Hansen for their continued hard work and support. This was an exceptionally busy year with the presidential election and I cannot thank them enough for their tireless work, effort and professionalism.

Respectfully submitted,

Diane B. Packer, Town Clerk

Board of Registrars

The Board of Registrars, working with the Town Clerk's office, conducted four elections during 2012. The Presidential Primary was March 6, followed three weeks later by the Annual Town Election. The State primary was held on September 6, 2012, followed by the General Election on November 6, 2012.

During the year of a presidential election, the Board of Registrars and the Town Clerk's office are extremely busy. During 2012 over 2,800 voters, either registered or changed voter registration status, significantly higher than the 972 registrations in the previous year.

The Board of Registrars, in conjunction with the Natick League of Women Voters, conducted several voter registration drives during the year. The largest voter registration drive took place during Natick Days in September and two others were conducted at Natick High School prior to the elections.

The results for all of the elections are included in this report and are also posted on the Town's website at http://natickma.virtualtownhall.net/Public_Documents/NatickMA_Clerk/Elections/index. Voter turnout during the November election was over 75% and the election went very smoothly with no problems reported. In anticipation of large voter turnout, the office added additional staff, including students.

Massachusetts General Laws require that the Board of Registrars mail pre-paid confirmation cards to all non-respondents to the Town Census. In 2012, the Board mailed approximately 3,400 postcards to voters who did not respond to the annual street listing mailing. In an effort to keep the list of residents and voters up to date, the Board of Registrars and the Clerk's office continue to inform the community regarding the importance of responding to the Annual Town Census. In addition, this past year we forwarded confirmation cards that were returned to our office with valid forwarding addresses. This ensures that we have the most accurate list of residents and voters. Over 3,000 voters who had not responded to the annual street listing or to the confirmation postcard and had not voted in an election in Natick for four (4) years or more were deleted from the voter list. This will greatly improve the accuracy of the voting lists in the coming years.

The Board of Registrars would like to thank all of the election workers (wardens, clerks, inspectors and students) for their continued dedication and hard work. A special thanks to Michael Linehan, Adele Rosenthal and Helen O'Malley for their continued volunteer service in the Board of Registrar's Office. Our elections run smoothly because of the support that we receive from the Department of Public Works, Police Department, the School Department and their custodial staff.

Respectfully submitted by Diane Packer on behalf of the Board of Registrars.

Robert J. Awkward
Donna Lambert
Nancy Northgraves
Diane Packer

Information Technology Department

Overview

For calendar year 2012, the Information Technology Department had an exceptionally busy and challenging year with the opening of two new buildings in Town, the new Natick High School and Community-Senior Center. The technology in both of these buildings is substantial and required the IT Department to invest considerable time and resources to ensure both buildings opened ready for business.

The new building projects included the design and deployment of a new ShoreTel Voice Over IP (VOIP) telephone system in the new High School and Community-Senior Center. The ShoreTel VOIP phone system is compatible with our existing telephone system, the NEC PBX. This will allow the Town to slowly phase in the new VOIP system as we replace our aging PBX systems.

The new High School project also involved adding additional INET fiber optic connections in the Land Facilities & Natural Resources (LFNR) maintenance shed to provide network connectivity for the football field. Additional fiber optic cables were added between the new High School and Police headquarters to supplement the Town INET and allow each school building's computer network to connect directly to the new High School data center. This eliminated four (4) highly complex and expensive Wave Division Multiplexers (WDMs) used to connect the old High School to the outlying school buildings.

For the new Community-Senior Center, the IT Department designed and oversaw the installation of the computer/telephone/video/security networks, as well as Wireless Access Points (WAP) for public and private wireless network access. Wall mounted "short throw" projectors and white boards were installed in four meeting rooms. A new computer lab was created. LCD flat screen televisions were installed in the Great Room and Television Room for cable programming and movie viewing. Flat screen televisions were also installed near the elevators to display the daily program schedule.

We also worked with many Town Departments to complete the Emergency Operations Center (EOC), located at the Police Department's Fred Connolly Training Center, an upgrade which included the installation of almost fifty (50) computer/telephone connections; two (2) wall mounted projectors; and four (4) wall mounted LCD flat screen televisions.

On the computer software application side, the Town and School departments began using the NovusAgenda Meeting Scheduling software to dramatically reduce the time and effort it takes to prepare substantial information packets for meetings; reduce printing costs; provide committee members online access to the meeting material; and, upon approval of the minutes, provide the citizens with searchable and cross-referenced meeting minutes. The Town also chose the product MuniCity for its new enterprise wide permitting system. The initial deployment will be in the Community Development department with Public Safety, Health and other Town departments coming online at a later date. Modules that allow online permit accessibility and mobile applications for the inspectors were also purchased.

On top of these projects, we continued to provide broad based computer and telephone services to municipal employees as well as services provided to the community via the Town web site. This include upgrading and replacing aging and obsolete equipment such as PCs, printers, uninterrupted power supplies (UPS) and network data switches. Data services include but are not limited to

network administration, database administration, web site support, network security, end-user support, hardware and software deployment/upgrades/maintenance/troubleshooting and municipal staff training. Telephone services provided by the IT department include PBX administration, installation, system configuration, deployment, voice mail account management, transaction box design, end-user support, equipment upgrades and providing a point of contact with the telephone vendor.

The Information Technology Advisory Board has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector. Thank you for the time and concern of all of the Board members.

Services

On a day to day basis the IT Department provides critical core services for the Town's telephone and computer networks. The administration and support of these complex networks and the systems that run on them account for a substantial amount of the department's resources and budget. The IT Department is currently responsible for the administration and maintenance of the following large systems:

- Tyler Technologies MUNIS© Financial Software
- NEC 2400 PBX Telephone System – 15 switches, ~702 telephones, Voice Mail Server, Call Accounting Server
- ShoreTel VOIP Telephone System and Voice Mail Server
- Town Computer Network – 300+ PC's/Laptops/tablets, 34 servers, switches, INET fiber optic networking equipment, etc...
- Town Intranet and Internet web sites
- Internet Access, Email, Network Security - Firewall
- Disaster Recovery, system backups, data replication systems
- Antivirus/Malware protection, Anti-spam screening for email

It should be noted each bulleted item has numerous subsets of responsibilities. This is a summarized list of work-related activities and services provided by the IT Department.

Natick INET

The Town INET is a fiber optic network installed and maintained by cable company RCN as part of their license agreement with the Town. The INET provides telephone and computer connections to all municipal buildings via multi-mode/single mode optical fibers which all connect via the Public Safety IDF Facility. Typically, Town buildings have four (4) single mode optical fibers with the exception of the Natick High School which has six (6) single mode optical fibers. The Public Safety Station has ninety-six (96) single mode fibers. Additional INET connections were added at the LFNR shed/press box, baseball field, Golf Course Maintenance Shed as well as Town wells and pumping stations. Though not part of the RCN cable agreement, as mentioned earlier, twelve (12) additional fibers were added to connect the new High School to the Public Safety Building.

The benefits of running all Town telephone, video and computer services over a private fiber optic network are significant in terms of cost savings and speed of access (network bandwidth).

The Town's network has remained a stable and valuable asset to the Town and reliability of the network has continued to be an impressive 100% uptime.

Natick Web Site (www.natickma.gov)

The Town web site is hosted by Virtual Town Hall (VTH), a company that specializes in designing and hosting municipal web sites. In addition, the Town maintains its own website server providing online mapping and assessment inquiries. Virtual Town Hall features dynamic posting capabilities, in-depth searches and e-commerce functionality. A subscription service is available allowing anyone to sign up for an email of a posted document(s), which could include public meetings, agendas, schedules, minutes, etc.

Although the Web site is hosted by Virtual Town Hall, all Town Departments are responsible for providing, maintaining and updating their department's content on the site. All departments have the ability to add remove documents within their web site segment; create and edit their web pages as well as add and remove links on the web pages without any in-depth knowledge of web page design.

In calendar 2012, the functionality and esthetics of the Town web site remained the same but in 2013 the Town website will undergo an upgrade which will provide more services to the end user and easier content management for the Town employees who administer their department's web pages.

The Information Technology Department assists departments in providing information on the Town web site. In addition to researching web site design and content in general, we also review other municipal web sites for additional ideas and/or services offered which would enhance the Town's online presence. The web site provides 24 hour access to Town services.

The Online Bill Payment service now allows bill payment for excise, real estate, personal property, school transportation fees and water/sewer bills.

The web site is continually reviewed for timeliness and accuracy of content. We encourage public input as a means to help improve the services provided by the Town web site.

Security, Viruses, Adware, Spyware and Malware

As with most networks connected to the Internet, protection from hackers, spammers, malware and viruses is an ongoing challenge and a security priority. The IT department protects the Town's network and all related resources by the use of a perimeter firewall, PC firewalls, anti-virus, malware, and adware software and an email and Internet firewall. The anti-virus software resides on all servers and desktops and runs in real-time mode constantly checking for viruses in all files including email. The anti-virus software on all PCs, network servers, firewalls and email is updated daily. To protect against email viruses, the Town uses a Barracuda Networks Email Firewall, which scans incoming and outgoing email and attachments for spam and viruses. Since its installation, the appliance has reduced spam by 98% and has blocked 99.9% of all email borne viruses. The Town also uses a Barracuda Networks Web Firewall to detect web borne viruses, adware, spyware and malware. The older Checkpoint Firewall located in the Public Safety Building was replaced this year with a Juniper Firewall that provides even more stringent perimeter security through deep packet inspection, site blocking, virus and malware scanning over all protocols (http, https, ftp,etc) for all inbound network traffic from the Internet. The reality of today's Internet world, however, dictates that no matter how vigilant, both from a physical and virtual perspective, there is no "fail safe" solution when it comes to network security. Communication, training and education of network users are just as critical in helping to avoid security breaches.

Conclusion

Calendar year 2012 was a very challenging year in which the IT Department completed many projects. In 2013 we will continue to look for innovative methods and techniques in identifying and implementing cost effective solutions to improve, streamline and protect the day to day IT operations and, just as importantly, facilitate easy access to data for both the Town and its citizens via the town web site.

For more information on the Information Technology Department visit the Information Technology Department web pages on the Town of Natick web site (www.natickma.gov).

Sincerely,

Robert LeFrancois, Director Information Technology
robertl@natickma.org

Personnel Department

The Personnel Department is pleased to announce that 2012 was yet another building year, resulting in several new initiatives being realized with the ultimate goal of improving the services provided to enhance the lives of our *internal customers - our employees*.

One of the most significant initiatives was to identify four mid-management employees to attend a ten-week Leadership Development Training Program, which was positively received by those attending. The benefits of this program have been evident in the successful initiatives implemented upon their completion of the program. Efforts such as this are key to our goal of ensuring seamless employee succession and continuity of operations.

This year we reopened the employee lunchroom at Town Hall, formally referred to as *Café 13 East*, which has been well received by Town Hall employees and others. Camaraderie among the employees has improved due to this opportunity for them to share lunch times together.

Other achievements during the year included the completion of updated job descriptions and a formal salary survey for members of both the Clerical and Library Unions; these efforts played a large part in achieving early ratifications of both collective bargaining agreements. Furthermore, we introduced “Team Building” programs at both the Morse Library and the newly consolidated Community Services Department, resulting in improved delivery of services as well as improved lines of communication.

In addition to the above, we were also successful in sustaining several earlier initiatives including the Annual Employee Appreciation Cook-Out, employee wellness programs, and Lunch & Learn seminars, to name a few.

The Town continued to invest in employee development with many employees attending seminars in furtherance of their professional development, as well as training for all department managers on FMLA (Family Medical Leave Act) and its effective administration.

In addition to the above the Administration was successful in negotiating new three year contracts with eight of the Town’s bargaining units. Among the concessions gained from the unions were increases to the employees’ share of health insurance contributions, as well as the elimination of Sick Time Buy Back from said groups. In addition, the Personnel Department along with Administration and in collaboration with the School Department oversaw the consolidation of the Town and School Custodial and Maintenance staffs into the newly created Department of Facilities Management.

The Personnel Department oversaw the receipt of over 425 applications and/or resumes, which was a 49% increase over last year, and oversaw the successful hiring and processing of over 102 positions (including seasonal), as well as the key positions of Staff Accountant, Director of Parks & Recreation, Special Assistant to the Director of Facility Management, Director of Facilities Management, Facilities Management Maintenance Manager, Building Inspector, and the DPW Land Facilities and Natural Resources Division Supervisor to name a few.

In the area of employee benefits, we witnessed a sizeable increase in the number of employees who

elected to participate in our FSA (Flexible Spending Account) program, which is an opportunity for employees to use pre-tax dollars for co-pay visits, dental services, prescriptions, and other medical costs not covered by insurance. Another significant achievement was the successful negotiation with our Dental provider to increase the amount of coverage by 25% without any additional premium increases for the next two years!

Once again, I would like to acknowledge the tremendous contributions Linda Clark brings to the department and the Town in overseeing the administration of benefit programs for both School and Town employees, active and retired.

In terms of wellness programming, we continued our Lunch & Learn seminars with presentations by Chef Tony Polito on nutritional eating. In addition, we sponsored eight teams of seven participants each in a walking program that was an enormous success. We look forward to resuming these programs in the spring.

The Personnel Department, Administration, and Personnel Board are committed to the ongoing review and identification of programs to enhance the lives of our employees, while striving to implement initiatives that reduce costs to the Town.

Respectfully submitted,

Richard D. Tranfaglia
Director of Personnel

Community Development Department

Mission Statement

The Natick Community Development Department is dedicated to making our town a better and safer place to live, a place where people want to raise a family, and have their children raise their children. The Department works to protect and enhance the quality of life for citizens of Natick. Through our Boards and departmental staff we strive to proactively work with all stakeholders. The Department is committed to the long-term interests of our community and to delivering the highest quality of service. The Community Development Department administers and enforces land development and building regulations – regulations adopted by the Town of Natick, the Commonwealth of Massachusetts and the Federal Government. In addition, the Department provides assistance to the public in understanding these regulations and other development related matters.

The Community Development Department is organized into five interrelated divisions.

- Building Division
- Planning Board
- Zoning Board of Appeals
- Conservation Commission
- General Planning

Senior Staff - Patrick Reffett, serves as the Community Development Director and is responsible for the day to day management of the Department. Michael Melchiorri, Building Commissioner, oversees the Building Division of the Department. Annie Greel is Executive Assistant for the Dept. and also provides administrative support to the Planning Board. Bob Bois the Town's Conservation Agent assisting the Conservation Commission with their applicable duties and also pursuing numerous energy and green initiatives for the Town.

Year-End Review

- The Town's web site continues to be updated and improved. Please log onto www.natickma.org to gather information regarding the permitting process for all divisions of this Department, download application forms, and obtain links to other areas of interest. The Department is expecting to implement an electronic permitting system with the appropriate equipment during 2013 to better manage permitting processes, electronically store data and assist in better serving the public.
- In spite of a weak construction economy nation-wide, Natick continues to experience extensive construction of major projects. The South Natick Hills 40B project of 268 residential units is $\frac{3}{4}$ completed. The Chrysler Road 40B project which includes 407 residential units will seek occupancy beginning in spring 2013. The MathWorks expansion, which includes a 166,450 square foot office structure, a 700 car parking garage, and other on-site improvements, continues at the Apple Hill location will seek occupancy permits as of early 2013. MathWorks is also pursuing purchase of the Boston Scientific Campus in Natick and will seek to accommodate more corporate growth within this new location.

- The Dept. and the Planning Board continue to work toward making traffic, pedestrian and landscaping improvements throughout the community as we work with individual development projects and the Massachusetts Department of Transportation. The CD Director manages the design of multiple major roadway improvements. The design for the intersection of Oak Street and Route 9 has been finished and construction will begin in early 2013. Mr. Reffett is also assisting the State in the redesign of the intersection of Route 27 and Route 9. The Director is managing the redesign and funding of North Main Street (Route 27) from the North Avenue intersection at downtown to the Wayland town line. Additionally, the Department, on behalf of the Town, won a very competitive \$2.5ml MASSWORKS grant from the State to rebuild the Kansas Street access and utilities which serve the Natick Soldier Services Center.

- The Town, CD Department and various representative agencies and boards continue to advocate for appropriate affordable housing in Natick. In 2012 the Department has completed a State required Housing Plan document. The Department and Town have also worked hard to reach a 10.04% level of affordable housing as part of its overall housing stock. The anticipated Paperboard Redevelopment Project, which is now under construction, will bring the affordable units percentage to approximately 11%, thereby allowing the Town to refuse future 40B projects if it deems appropriate.

- Other major Department initiatives include economic development activities and outreach on behalf of the Town, pursuit of the Cochituate Rail Trail, pursuit of downtown parking, managing the parking permit program, participating in the Problem Property Task Force, facilitating the effort to revise the Natick Zoning Bylaw, participating in the redesign of the Natick Commuter Rail Station, participating in the Safety Committee, assisting in the completion of the Open Space and Recreation Plan and assisting numerous boards, committees and interest groups.

In conclusion, I would like to thank the entire Community Development Department staff, affiliated Boards and Commission members for their continued dedication of service to the Town of Natick.

Respectfully Submitted,

Patrick Reffett,
Director

Building Department

The Building Department consists of the following personnel: Michael J. Melchiorri, Building Commissioner; Michael J. Connelly, Local Inspector; Eric Libby, Local Inspector; Scott Chavious, Part-time Electrical Inspector; Kevin Bouret, Assistant Part-time Electrical Inspector; Robert Dempsey, Part-time Plumbing/Gas Inspector; George Lessard, Assistant Plumbing Inspector; and Allan Sherman, Assistant Plumbing Inspector.

In 2012 the Building Department issued the following permits and collected the following fees:

- New Building Permits \$ 789,390.00

• Alteration Permits	1,040,383.25
• Electrical Permits	280,160.69
• Gas Permits	23,906.00
• Plumbing Permits	60,943.00
• Certificate of Inspections	<u>12,717.00</u>

\$2,207,499.94

Construction was completed at a number of sites this year:

- Meadows II Subdivision
- Natick High School
- Natick Community Senior Center
- Natick Paperboard Demolition
- Crowne Plaza
- I HF Brown Way
- Little Flippers/7 Strathmore Road
- Dover Rug & Home
- Hess Gas Station

The following sites are under construction or started in 2012:

- Sanctuary – 98% complete
- Heavey Estates – 10%
- Granite Ridge Estates -- 95%
- Walnut Hill Estates – 90%
- South Natick Hills – 90%
- Chrysler Road Apartments (407 units) – 75%
- 117 West Central Street Shopping Plaza – 75%
- Apple Hill 4 – 95 %
- Apple Hill I – 40%
- FedEx – 5% - Demolition complete
- Hunter Hill Subdivision (Phase I) – 45%
- Sports Facilities at Natick High School – 98%
- Bernardi Audi Dealership – 40%

There were ongoing improvements and new tenants at Natick Mall, Sherwood Plaza, and Sunnyside Plaza.

In 2013 we look forward to the start of construction of:

- Hunter Hill Phase II Subdivision
- Natick Paperboard 40R project
- 57-58 North Avenue HOOP project
- Cider Mill Estates/Rockland Street

Respectfully submitted,

Michael J. Melchiorri
Building Commissioner

Conservation Commission and Environmental Compliance

The Conservation Commission and the Environmental Compliance Officer annual reports were combined in 2006 into one report to reflect the organizational reality and efficiency achieved by combining the duties of the Conservation Agent and the Environmental Compliance Officer into one position. The outcome of the change makes the environment a routine consideration in Town Board and Commission deliberations resulting in broader reviews and more sustainable decisions. The Conservation Commission/Environmental Compliance annual report includes a summary of the achievements of the Conservation Commission and a separate summary of the achievements of the Environmental Compliance Office.

Conservation Commission Oversight and Protection of Wetland Resources

By way of background, the Conservation Commission is comprised of seven members appointed by the Town Board of Selectmen. The present Commission members have varying backgrounds, including biology, architecture, environmental law, teaching, civil engineering, environmental science and engineering and landscaping. The primary responsibility of the Commission is to implement and enforce Article 31- the Natick Wetland Bylaw and Regulations, the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, section 40 and 310 CMR 10.58), the Rivers Protection Act (310 CMR 10.58), Natick's Stormwater Bylaw and Regulations, the State's Best Management Practices for the Storm Water Management Policy, as well as to acquire and protect open space. In addition, the Commission advises the other Boards on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act, and various wildlife issues.

A half-time Conservation Agent and half-time support staff provide assistance to the Commissioners and the public on a daily basis. They provide support for semimonthly Commission meetings, frequently held Subcommittee meetings, and answer questions from the public and professional communities. They provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the Commission, keep minutes and perform site inspections. Additional projects completed by staff include assisting on the Open Space Plan, completing grant applications and implementing special environmental projects.

Accomplishments this year (2012) include:

- **The non-chemical treatment for Lake Cochituate and Fiske Pond:** The Commission continues to work with DCR and various parties to develop a whole lake solution that includes both non-chemical and chemical solutions to control nuisance weeds found in the Lake. A variety of non-chemical treatment options have been used since the effort started in March 2006. Most recently invasive plants have been removed from Middle Pond and Fiske Pond using a combination of techniques including hand pulling, Diver Assisted Suction Harvester (DASH) and Surface Harvesting. Benthic matting has been added as a non-chemical treatment in Middle Pond this year. In addition to the \$15,000 the Commission gave DCR for work in Middle Pond, the Commission matched a \$5,000 grant to purchase 24 sheets of matting to be used in the Lake where needed. The result of this effort has not reduced the overall infestation of nuisance weeds in the state beach and boat ramp area of the Middle Pond and the DCR has started plans for chemical treatment in this area for the spring of 2013.
- **Improvements:** A plant survey completed by contractors working for DCR showed significant improvements in North Pond and Fiske Pond but invasive plants remain a major issue in upper Middle Pond and for the entire Lake/Pond system located in Natick, suggesting the possible need for chemical treatment in South Pond and areas of Middle Pond away from the Town

wells.

- **The oversight of Landfill/Golf Course maintenance:** The Commission continues to monitor the Order of Conditions (OOC) for the Golf Course. Over the past year the Commission has reviewed the Integrated Pest Management Plan (IPM) Report and the Phragmites Control Plan and has decided to drop expensive sampling requirements for a more reasonable performance based outcome using historical chemical application rates. The Commission is working with the Sherborn Conservation Commission to do the same on the portion of the Golf Course located in Sherborn.
- **The oversight of the Conservation Commission Website:** The Commission is continuing to maintain the Conservation Website, which includes the General Wetlands Protection Rules, Regulations, Fee Schedule, and answers to Frequently Asked Questions (FAQ) regarding wetlands. In addition, the website includes the Wetland Bylaw, a procedures Memo, Agendas, and a member list. Other associated information, such as the Aquifer Protection District map, the Open Space map, the Pegan Cove Trail map, the Town Forest map, the Eisenmenger Trail map and the Stormwater Bylaw and Regulations can be found on the Natick website at the Conservation Commission link at www.natickma.gov
- **Open Space Additions and Improvements:** The Commission established three separate committees to help improve general oversight of properties under its purview. They are: the Cochituate Aqueduct Study Committee, to help evaluate the open space options available for MWRA property in east Natick; the Trails Maintenance Committee, to help maintain existing town trails; and, the Town Forest Committee, to help improve the Hunnewell Town Forest. Furthermore, the Commission spent \$18,000 to complete a feasibility study for the future use of the Cochituate Aqueduct which was completed in the fall of 2012 and is moving forward with funding the design of a walking trail over the Aqueduct. The Commission is also working with other town Departments to fund construction of a passive recreation park on land it is leasing from the state, J.J. Lane Park. Construction should be completed in the fall of 2013. The Commission received an \$8,000 grant to complete Stewardship Plans for 7 properties owned by it. The Commission is hoping to use the final plans to help build a strong long term Maintenance for the properties. The Commission continues to fund \$100,000 on maintaining open space at the Organic Farm in South Natick.

Over the past year, the Commission held 22 meetings to review projects subject to the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued eleven Orders of Conditions, eleven Determinations of Applicability, nine Certificates of Compliance, seven Order of Conditions Extensions, nine Plan Changes and three Enforcement Orders. This is about the same number of outcomes completed in 2011.

And finally, the Commission continues to encourage potential applicants with marginal/potential wetland issues to come and talk to the Commission to determine if any type of filing is necessary. This gives the person a better understanding of the Commission's concerns they will need to address in the filing. This informal discussion, which occurs during the first half hour of the Commission's semimonthly meetings, has reduced the number of negative determinations and improved the overall quality of the filings of applicants who are not familiar with the filing process. The net effect of this effort has been fewer filings and less time spent in deliberations. The Commission has had 87 potential applicants take advantage of informal discussions. This is a twofold increase over the number of informal discussion in years past. About two thirds of these applicants were asked to return to the Commission with filings.

Stormwater Requirements

By way of background, in 2006 the Natick Conservation Commission has added requirements to help protect Natick's valuable surface water resources. The new federally required Stormwater Requirements ("unfunded Mandate") were adopted in 2006 and copies of both the Stormwater By-Law and the Stormwater Regulations are found on the Natick website at the Conservation Commission's link at www.natickma.gov.

Under the Stormwater requirements any new construction, development or home improvement project that disturbs an area of land over 40,000 square feet may require the filing of a Land Disturbance Permit application with the Natick Conservation Commission. The application should detail a plan to control erosion of land during construction and a plan to manage and maintain stormwater systems on-site over the long term. Lesser land areas of disturbance are covered by the Stormwater Requirements as well, but only require techniques to control land erosion during construction. Over the past year, the Commission has reviewed and approved 4 Land Disturbance Permits.

Energy Conservation and Energy Task Force

An Energy Task Force established in the winter of 2008 is comprised of business and building managers from both schools and general government and procurement and vehicle managers and is chaired by the Town Administrator.

Accomplishments this year (2012) include:

Green Community Program: Natick has been a designated Green Community since May 2010 and last fall completed its annual report to the Department of Energy Resources (DOER). Since becoming a Green Community Natick:

- has met its energy reduction goal of 20% in year 4 of its 5 year plan;
- has reduced its overall energy use by 26%; and
- is meeting 10% of its energy needs from a renewable energy source (1.07 MW system powered by solar panels)

Partnership with Next Step Living: Natick has entered into an informal partnership with Next Step Living (NSL), a Massachusetts-based residential energy efficiency performance contractor working for NSTAR. Under the partnership, NSL has completed over 400 no-cost energy assessments for town residents saving the average homeowner \$58 per year in lighting and temperature control improvements and on average \$206 per year for residents who completed sealing and insulation improvements.

Natick Solar Challenge: Natick is working with Next Step Living to launch a residential solar installation program for town residents in 2013.

Community Choice Aggregation: With the approval of Town Meeting in the fall of 2012, Natick will aggregate its electrical demand to obtain a lower electricity rate for residents and businesses who participate in the program, in 2013.

Managing Town Oil Tank Remediation Site

Finally, the Town continues to work on cleaning up its oil tank sites. No new sites have been added.

Of the original 19 Town owned oil tank sites, only three sites remain in the monitoring phase of clean-up. The sites are the Lilja Elementary School, the Natick Court House and the Murphy Recreation Park. Natick will likely meet state clean-up standards for the Natick Court House site which was cleaned-up as part of the construction project for the new Community-Senior Center and will likely be able to delist the Murphy Recreation Park with zoning by-law changes to the Aquifer Protection District zoning overlay district.

Planning Board

Established pursuant to M.G.L. c.41 s 81, and the Town of Natick Charter, Article 3 section 11, the Planning Board is the elected body with jurisdiction that includes approving, modifying, or rejecting all proposed subdivision applications, all proposed special permit applications for commercial development in the Regional Center (RC) and Highway Corridor (HC) overlay districts in the environs of Rte. 9, determining the qualification of applications for “Approval Not Required” plans and providing Zoning By-Law recommendations for Town Meeting action.

The Planning Board is also charged to:

- Prepare, adopt, amend and implement a Master Plan for the Town (M.G.L. c.41 s.81 D)
- Adopt, administer and amend Subdivision Rules and Regulations
- Act as a Special Permit Granting Authority (SPGA) when applicable
- Approve Site Plans when applicable
- Administer the Aquifer Protection Bylaw where applicable.
- Recommend designation of and hold public hearings on requests regarding the Scenic Roads Act.
- Appoint three members to the Design Review Board
- Review and issue Special Permits for signage in the Highway Overlay Districts along Rte. 9
- Serve as the Smart Growth Plan Approval Authority (PAA)

In 2012 the Planning Board held 26 regular meetings as well as numerous site visits and working group meetings. There were 45 separate decisions filed by the Planning Board.

Among these were site plan review and special permits (including modification of site plan review and/or special permits) on the following applications:

- Bernardi Auto Group/521-549 Worcester Street
- Riverbend School – Phase II /33-35 Eliot Street
- 57 & 58 North Avenue HOOP project
- Sunnyside Plaza 915-945 Worcester St.
- Tesla Motors /1245 Worcester Street
- FedEx/30 Superior Drive
- Boston Scientific/19 Superior Drive
- Care Everywhere and Zyno Medical/177 Pine Street

Prior decisions which were subject to review for minor modifications included:

MathWorks, Natick High School, Crowne Plaza, Sherwood Plaza, General Growth/Natick Mall as well as numerous signage applications.

The Board undertook the following subdivision control law and related matters:

- Held the first public hearing on Hunter Hill Phase II Definitive Subdivision and
- Endorsed 14 plans of lot border changes as qualified Approval Not Required.

The Board also reviewed and approved the Natick Housing Production Plan.

The Board participated by having members sit on several other committees, including the Open Space Advisory Committee, Affordable Housing Trust Fund, Community Development Advisory Committee, Lookout Farm Advisory Committee and Metrowest Growth Management Committee

With funding in place for an update of the Zoning Bylaws and in concert with the goals expressed in Natick 360, the Board continues to work with the Zoning By-Law Review Committee to identify gaps, deficiencies, and inconsistencies in the Zoning By-Laws. This process includes changes to the organization of the Zoning Bylaws and their recodification.

The Planning Board continues with its commitment to the development and maintenance of an inventory of affordable housing in Natick and to promote, foster and enable an economically, socially and culturally vibrant and diverse Natick Center. Recognizing the work and time commitments of related Town boards and committees, the Board endeavors to regularly engage with these bodies including the Zoning Board of Appeals, Conservation Commission and the Design Review Board.

The Board extends its appreciation to the staff of the Community Development Office, particularly Community Development Director Patrick Reffett and Executive Assistant Annie Greel for their hard work on behalf of the Board and the Town. The Board also acknowledges the contributions of Mark Coviello, Town Engineer, for his technical assistance in many of the cases which appear before the board.

Respectfully submitted:

Glen Glater, Chair

Andrew Meyer, Vice-Chair

Peter Nottonson, Clerk

Terri Evans, Member

Julian Munnich, Member

John Wadsworth, Associate Member

Zoning Board of Appeals

The Natick Zoning Board of Appeals (the "Board") operates pursuant to applicable provisions of Chapter 40A of the Massachusetts General Laws and the Town of Natick Charter and By-Laws. The Board consists of eight members (five regular members and three associate members) appointed by the Board of Selectmen, and seeks to maintain at least one attorney, one architect, and one civil engineer or builder. The positions are completely volunteer and are in no way compensated with Town funds. Within the membership as prescribed under the Town By-Laws, the Board elects a Chair, Vice-Chair, and a Clerk.

The Town of Natick Zoning By-Laws sets forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which prescribe methods by which to seek relief from those requirements. The Board has the power to hear and decide the following petitions:

- ❖ Requests for variances from the regulations of the Zoning By-Laws – for example, a variance to allow the construction of an addition to a dwelling that does not meet the current setback requirements.
- ❖ Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.
- ❖ Requests for Special Permits as allowed within the Zoning By-Laws – for example, the Board, when designated to act as the Special Permit Granting Authority, can grant permission for specific uses in specific zones.

The majority of the applications received by the Board concern residential properties such as additions to pre-existing non-conforming structures. The Board also hears cases under the Massachusetts State Statue Chapter 40B; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The Statue is designed to bring a city or town's overall affordable housing stock to 10%. Recent examples of such projects include South Natick Hills on Route 27 (South Main Street), and Chrysler Road adjacent to Home Depot.

The Board welcomes the opinions of other Town Boards and Commissions and encourages all Boards and Commissions to provide input relative to their respective areas of expertise. This insight enables the Board to craft more detailed and appropriate decisions.

The Board meets regularly on Monday nights twice a month (with the exception of the summer months). In 2012, the Board received 35 petitions, with filing fees totaling \$12,100. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 31 were granted conditionally, one was denied and three were withdrawn.

The Board wishes to recognize the special contributions of Michael Hickey and the Board gratefully thanks him for his time spent as Chair to the Board. His attention to detail and great efforts spent in review of cases before the ZBA have been a truly invaluable service to the Board and the Town.

The Board also wishes to thank the staff of the Town's Community Development Office for its support throughout the year.

Each volunteer member of the Zoning Board of Appeals looks forward to his/her continued service. We will continue to work together to provide the town and townspeople of Natick a valuable service.

Respectfully yours:

Scott W Landgren – Chair

Robert E Havener – Vice Chair

Michael J Hickey, Jr – Clerk

Paul T Mulkerron – Regular Member

Laura Godin – Regular Member

Chike C Odunukwe – Associate Member

Kathryn M Coughlin – Associate Member

Kevin P Polansky – Associate Member

Sealer of Weights and Measures

“Weights and Measures may be ranked among the necessities of life to every individual of human society. They enter into the economical arrangements and daily concerns of every family. They are necessary to every occupation of human industry; to the distribution and security of every species of property; to every transaction of trade and commerce; to the labors of husbandman; to the ingenuity of the artificer; to the studies of the philosopher; to the researches of the antiquarian; to the navigation of the mariner, and the marches of the soldier; to all the exchanges of peace, and all the operations of war. The knowledge of them, as in established use, is among the first elements of education, and is often learned by those who learn nothing else, not even to read or write. This knowledge is riveted in the memory by the habitual application of it to the employment of men throughout life.” John Quincy Adams – Extract from the Report on Weights and Measures by the Secretary of State, made to the Senate on February 22, 1821.

The Department of Weights and Measures enforces the Massachusetts General Laws relating to Weights and Measures. It tests, inspects, seals, and/or condemns weighing and measuring devices used in the sale of commodities to consumers. This includes scales, weights, gasoline meters, oil truck meters, taxi meters, and point of sale scanner systems. It also investigates sales transactions and practices upon initiative and upon complaint, and commences legal action for violations of laws.

During the period January 1, 2012 through December 31, 2012, 12 scales in the 100 to 1000 pound category were tested and sealed. In the more than ten but less than one hundred pound category, 90 scales were tested, one required adjustment, and all were sealed. Ten scales and balances in the under ten pound category were tested and sealed. 20 metric and ten apothecary weights were tested, found correct, and sealed. In the Liquid Measuring Device category, 154 gasoline meters were tested and sealed. 12 vehicle tank meters were tested and sealed. 28 taximeters were tested and sealed. Eight scanning systems were inspected and found meeting 98% price accuracy. Trial re-weighings of pre-packaged commodities were conducted. Civil citations were issued where weights and measures violations were found. The total fees for sealing and certifications amounted to \$6,455.00.

Respectfully submitted,

Joseph J. Mulvey
Sealer of Weights and Measures

Finance Departments

Created under Article 1 of the 2012 Spring Annual Town Meeting, The Town of Natick Finance Department contains three (3) divisions – The Assessor’s Division, Comptroller’s Division and Collector/Treasurer’s Division. The main purpose of the Finance Department is to professionally and responsibly manage the Town's finances. We do so by: (1) maintaining current and accurate data about all financial activities of the Town; (2) maintaining internal financial controls and facilitating the evaluation of the Town's financial condition; (3) ensuring that the delivery of Town services is done in compliance with Massachusetts General Laws that govern municipal finance; (4) providing timely and accurate financial information to managers of Town services to facilitate the evaluation of the cost effectiveness and efficiency of Town programs; (5) providing timely and accurate financial information to Town boards and committees to facilitate policy deliberation and formulation; and (6) safeguarding the financial assets of the Town.

2012 was not the easiest of maiden voyages for the Finance Department. The staff has worked extremely hard to cover vacancies in the Collector/Treasurer's office in light of the passing of the Town's long time Finance Director, Robert Palmer. Bob's guidance and commitment to professionalism has set the standard for the department to follow as it evolves into a cohesive unit, but his loss has been felt by every person and placed an extreme burden on those who remain.

As we move forward into 2013, bringing stability and clear direction to the Finance operation of the Town of Natick is the greatest challenge we face. I am grateful for the dedication, professionalism and outright sacrifice of every member of the Finance Department during 2012. Their effort and achievement above and beyond the call of duty have served the citizens and taxpayers of this community incredibly well. It is my honor to serve with them and we look forward to the challenges tomorrow.

Respectfully Submitted,

Michael Walters Young
Deputy town Administrator/Finance Director

Finance Division Reports

Assessor

The Board of Assessors respectfully submits its annual town report for 2012.

This year 2012 closes with the conclusion of the revaluation for Fiscal Year 2013. The fiscal year 2013 tax rate has been set at a single rate of \$14.34. South Natick Hills Complex has continued to add many new family homes to Natick, and will continue to contribute to Natick’s revenue stream. The Assessor’s Staff have been busy reviewing and inspecting all commercial properties. Additionally, the staff has inspected all recent sales and has asked the new owners to cooperate with the completion of sales questionnaires. The Staff has inspected over 1,000 properties for building permit changes. The Assessor’s Office will continue to review assessments for accuracy on a continuous basis. Taxpayers are urged to review Assessor’s records to verify property information. The Board of Assessors granted 323 Personal Exemptions to qualified property owners in fiscal year 2012. The combined total granted was \$325,342.52. There were a total of 29 senior workers; the total exempted amount for Seniors was \$28,176.00.

		Count	Total
42	Spouse of officer/ firefighter killed in line of duty	1	7,080.19
17D	Senior/ Surviving Spouse	41	9,866.65
22D	Surviving Spouse	1	2,500.00
22(a-e)	Veteran 10% Disabled	133	73,150.00
22A	Veteran loss of limb	1	1,031.25
22B	Veteran multi limb loss	1	1,718.75
22C	Veteran adapted housing	1	2,062.50
22E	Veteran 100% disabled	30	41,250.00
37A	Blind	31	21,312.50
41A	Deferral	21	81,255.68
41C	Elderly	61	83,875.00
18	Hardship	1	240.00

Total Amount Granted

\$325,342.52

In fiscal year 2012 the Assessor's Office committed for collection:

Real Property: \$84,888,770.43

Personal Property: \$1,566,553.34

Supplemental Tax (Chap.59 Sec.2D): \$276,823.73

In fiscal year 2012 the committed excise totaled \$ 4,224,125.59.

The Assessor's Office received 173 abatement applications for real estate, supplemental and personal property for fiscal year 2012. The staff inspected and reviewed the applications received. The Assessors issued 84 abatements for real estate and supplemental bills totaling \$103,311.71. There were ten Personal Property abatements granted totaling \$760.19.

For fiscal year 2012 there are six pending Appellate Tax Cases. Four are Telecommunication Companies, and two are Commercial Properties. In fiscal year 2011 we successfully closed or settled all but 35 appellate appeals. They consist of two commercial appeals and 33 telecommunication cases. The total numbers of appellate appeals date from 2003 thru 2012 inclusive. The Town continues to have a potential liability in all years. The town must continue to maintain a significant balance in the overlay account until all of the appeals are settled.

The free trash bag program for qualified seniors has continued. The qualified residents have received 1,787 sleeves of bags. The Elderly and Disabled Tax Committee have been able to assist ten applicants with a total award of \$9,500.00. The Committee wishes to thank all of the residents who have generously contributed to the fund.

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. The assessment data

and all forms and applications are available on our web site <http://www.natickma.org> (please select Assessor's Office).

The Assessor's Office Staff will continue to provide residents with accurate assessment data. The Assessor's Office is open daily to assist residents and will be committed to providing any and all support needed to answer all questions and concerns. The Assessor's Office is open Monday, Tuesday, and Wednesday 8:00 A.M. to 5:00 P.M. Thursday 8:00 A.M. to 8:00P.M. and Friday 8:00 A.M. to 12:30 P.M.

Respectfully Submitted,

Janice M. Dangelo
Director of Assessment

Comptroller

In compliance with Massachusetts General Laws Chapter 41, Section 61 herewith is the annual report of Town Comptroller's Department for the fiscal period July 1, 2011 through June 30, 2012. All invoices and payrolls presented by Town Departments were examined for their accuracy and compliance with state law prior to payment.

Monthly appropriation status reports were forwarded to Town Departments and Committees/Boards legally charged with the expenditure of Town Funds.

Notice of actual receipts was provided to the Assessor's Office for Tax Recapitulation purposes. I would like to thank the dedicated staff of the Comptroller's office for their service to the Town, particularly given that this has been a year of staff shortages and transitions, combined with the request for all staff to adhere to very tight deadlines.

It is only through the unwavering efforts of these people that I am able to produce the financial reports for the Town: Cyndi Tomasetti, Assistant Comptroller; Meg Shaughnessy, Staff Accountant; Julie Skipper, Payroll Manager; Debbie Sherman, Department Assistant during FY12; and Vickie Philben, Accounts Payable Assistant are all to be commended on a job well done.

Respectfully Submitted:

Virginia Whitney Cahill, Interim Town Comptroller

Collector/Treasurer

The following represents the percentage of the net tax levy collected through the 2012 fiscal year:

Total Tax Levy: \$86,524,421
Overlay Reserve for Abatements \$1,133,967
Net Tax Levy \$85,390,454
Overlay Percentage of Net Tax Levy 1.3%
Amount Collected thru 6/30/12 \$85,587,087
Percent of Net Tax Levy Collected 100.2%

The Collector/Treasurer's Office worked diligently to serve the citizens of Natick throughout 2012 in spite of not having an Assistant Collector/Treasurer and a Collector/Treasurer for most of the year. The dedication of Tina, Carol and Terry in this year above all others without senior leadership was a true testament to their years of expertise and willingness to happily serve town residents in person, at the Collector's window or via the phone. Above all, the dedication of Beth Kelley and her yeoman service as Assistant Collector/Treasurer kept this town and its Finances going in 2012. All who live and work in the Town owe her a debt of gratitude.

We still miss Bob Palmer every day but look forward to 2013 and the arrival of our new Treasurer/Collector, Ted Jankowski.

Respectfully submitted,

Michael Walters Young
Deputy Town Administrator/Finance Director

Board of Retirement

INCOME

Contributions	\$2,801,723.92
Transfers	298,536.84
Make-up Redeposits	12,789.68

APPROPRIATION

Pension Fund	6,390,096.00
Workers Compensation	750.00

OTHER SOURCES

Reimbursements	376,234.68
Investment Income	*1,094,828.98
Profit on Sales	*170,428.23

DISBURSEMENTS

Annuities Paid	1,410,792.68
Pensions Paid	7,809,790.53
Refunds/Transfers	408,897.49
Reimbursements	289,416.39

ADMINISTRATIVE EXPENSES

Salaries	168,691.93
All Others	512,778.98
Loss on Sales	*2,606.84

** All investment information is through 3rd quarter only*

Respectfully submitted,

Robert J. Drew, Chairman
Robert Palmer, Interim Ex-officio
Michael J. Melchiorri
David A. Given
B. Michael Reardon

Kathleen S. Bacon, Director

Health and Human Services

Board of Health

STAFF

Director of Public Health – James M. White, Jr., B.A, C. P. H., RS/REHS

Senior Environmental Health Specialist – Michael K. Boudreau, M.P.A., R.S.

Environmental Health Agent – Jane M. Anderson, M.P.H., REHS/RS

Public Health Nurse – Leila J. Mercer, R.N., M.S.N

Executive Assistant – Pamela K. Morgan, B.A.

Department Assistant – Jean M. Cotter

Animal Inspector – Keith A. Tosi

The following communicable and reportable diseases were reported to the Board of Health during 2012:

Amebiasis	0	Lyme Disease	72
Babesiosis	2	Meningitis (Bacterial)	0
Campylobacter	7	Meningitis (Viral)	3
E.coli 0157:H7	0	Mumps	0
Ehrlichiosis	6	Norovirus	13
Encephalitis	0	Pertussis	4
Giardia	2	Salmonella	8
Group A Strep Invasive	0	Shigellosis	0
Group B Strep Invasive	4	Typhoid Fever	1
S. pneumoniae	2	Varicella (Chicken Pox)	4
Hepatitis A	0	Vibrio Sp.	1
Hepatitis B	5	Influenza (Lab Confirmed)	
Hepatitis C	17	Type A	8
Listeriosis	1	Type B	0

TOTAL: 160

Home visits made for contagion and other related matters totaled 160. Mantoux skin tests for tuberculosis totaled 22. There were two positive reactions identified and two referrals to private physicians.

At our weekly Blood Pressure Clinics, 208 residents participated, with six referrals to private physicians. Additional office visits included Lead Screening, walk in patients, communicable disease screening and community health assessments totaling 339 visits resulting in an additional 53 referrals to private physicians or state agencies.

Flu Clinics were held in the fall and continued into the winter months until the flu vaccine was exhausted. The clinics were administered according to state and federal government guidelines. A total of 1,611 seasonal flu and an additional 102 various other vaccines, such as Hepatitis B, Measles, Mumps and Rubella (MMR), Varicella (Chicken Pox), etc., were administered through the Immunization Program provided by the Board of Health.

The public health nurse was instrumental in assisting with the school based student and family flu clinics held during the November 20th release day. That day alone 461 doses of vaccine were administered to students, parents and siblings.

Fees collected by the Board of Health Department in calendar year 2012 for various licenses, permits, fees and inspections totaled \$206,293.02, representing the highest total ever collected in a single year by this department. An additional \$20,595.82 was collected in Medicare reimbursement for the flu clinics and deposited into our immunization revolving account. The monies deposited into our revolving account enabled us to purchase an additional 880 doses of vaccine to keep up with the demand and offset the continued cutbacks in state supplied vaccines. Also, another \$400 was collected by the Town Clerk for non-criminal fines issued by the Board of Health for code violations.

This past year 1,195 inspections were conducted for 448 food establishments of all types, including restaurants, markets, bakeries, caterers, clubs, schools, canteen trucks, fairs, hospital, nursing homes and residential kitchens. An additional 3,317 inspections, complaint investigations, progress inspections, plan reviews and field consultations were carried out by the Board of Health staff relative to environmental sanitation, housing, sewerage, drainage, swimming pools, day camps, livestock, hazardous materials and other public health matters. A total of 427 septic system pump outs and Title 5 inspections were received and reviewed; also 1,561 various permits and licenses were issued by the Board of Health in 2012.

The increases over previous years described in the paragraphs above relative to fee collection and inspections represents the demand in Board of Health services and the addition of a food consultant in July to aid the department in food establishment inspections. The food consultant position has eased some of the mandated inspectional burden and allowed the Health Department staff to concentrate efforts in other areas of public health needs and concerns.

The Board of Health, with the support of the Department of Public Works, began our used sharps/ syringe disposal program this past July by providing a collection kiosk at the DPW office lobby during their hours of operations. Free disposal containers for Natick residents are available at either the DPW or the Board of Health office. Another Health Department initiative supported by the DPW was our 26th annual Hazardous Waste Collection Day. Nearly 200 residents attended, properly disposing a variety of potentially hazardous unwanted household waste material.

With all the current construction activity in Natick, we are bracing for an even busier 2013. This department will continue to strive to provide and improve public health services to the Town and our residents by utilizing any available means possible.

Respectfully submitted,

Peter A. Delli Colli, D.M.D., Chairman
Donald J. Breda, P.E., Vice Chairman
Ian L. Wong, M.S.P.H., Clerk
Alan G. Cole, M.D., Physician to the Board
James M. White, Jr. RS/REHS, Director of Public Health



117 Eliot St. (Rte 16)
Natick, MA 01760
Phone (508) 655-2204
Fax (508) 651-7334
www.natickfarm.org

Staff

Lynda Simkins, Director
Jean-Claude Bourrut, Assistant Director
Trish Wesley Umbrell, Farm Administrator
Regina Wolf Fritz, Coordinator of Public Programs
Rachel Tetrault, Coordinator of School Programs
Taneeta Bacon, Caretaker

Board of Directors

Rebecca Killigrew, President
Deidre Tymann, Treasurer
Mary DeBlois
Randall Gruber
Devon Long-Lytle
Patti Luke
Lynda Simkins

Advisory Board

Mary Ellen Ames
Erica Ball
Jay Ball
Bob Brack
Harriet Buckingham
David Dimmick
Brian Donahue
Arthur Fair III
Carp Ferrari
George Fiske, Jr.
Rudman Ham
David Krentzman
Karen Masterson
Kathleen Drumm Rehl
Barbara Talkov
Mare Tomaski
Kristine Van Amsterdam
Bruce Weisberg
Ronald Wright
Chris Yoder

Honorary

George Ames
Frank Paul
Harriet Buckingham

NATICK COMMUNITY ORGANIC FARM

Natick Community Organic Farm is a nonprofit, certified-organic farm providing productive open space, farm products, and hands-on education for all ages, year-round. Committed to farming methods that are ecologically healthy and sustainable, the Farm places special emphasis on service to youth through year-round classes, work-experience programs and volunteer opportunities for working the land.

NCOF is open every day during daylight hours with no admission fee for the public's visits and purchases.

Public markets for NCOF products

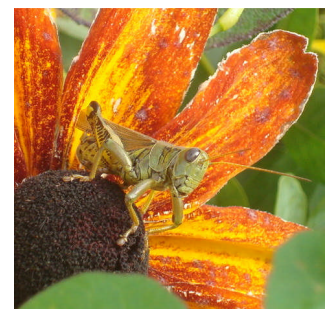
- Barn-side market stand at NCOF
- Youth-run Route 16 market stand, July-Aug.
- Natick Common Farmers' Market, Saturdays, May-Oct.
- Framingham Farmers' Market, Thursdays, May-Oct.
- Deb's Flowers, Holliston
- Sweet Basil, Needham

NCOF Educational Programming

- Free yearly programming for Natick Public Schools grades K-4
- Open-enrollment programming for children, youth and families
- Home-schooling programs
- Work and volunteer experiences for special-needs youth and young adults
- Professional development programming
- Individual and group volunteers
- Self-guided visits
- Internships
- Teen mentoring

2013 Events

- Sat. March 2 Maple Magic Day, Memorial School & NCOF
- Sun. May 19 Spring Spectacular, NCOF
- Wed. September 18 (tentative) Harvest Dinner & Auction, Wellesley College Club





117 Eliot St.
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Notes on 2012

A snowless winter and low sugar content combined to limit maple syrup production to 180 gallons. Watching our two litters of piglets proved better than watching television. At Maple Magic, we offered gluten-free pancakes, all renewable paper goods, and threw out one bag of trash.

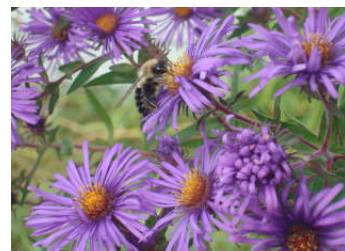
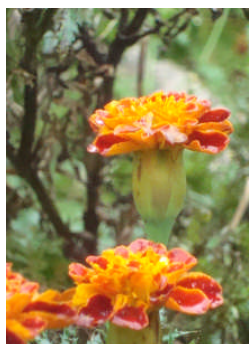
Spring crops grew well and seedling sales were steady. We introduced advance sales of day-old layer and broiler chicks, with good results. We expanded our cut flower business and arranged flowers for two weddings. We sold all of our Thanksgiving turkeys; we are still selling pork, chicken and beef.

Hundreds students from Natick and surrounding towns visited on school fieldtrips and with scouting. We piloted a school worm composting program, and updated our egg to chicken program. Our expanded home-schooling programs and extended after-school programming drew good crowds and ran year-round. Our summer programs sold out in record time. The Teen Work Crew members replaced fencing and rebuilt the base of our pizza oven.

We started construction on a composting pad and plans for a commercial teaching kitchen. We planted a memorial sugar maple for NCOF Board member and friend Harriet Buckingham.

Goals for 2013

- Finish the composting pad and kitchen.
- Develop and implement honeybee curriculum.
- Expand school programs to surrounding towns.
- Build our development strategy.
- Improve year-round production & marketing of farm crops.



Community Services Department

The Natick Community Services Department came into existence on January 1, 2012 thanks to the positive vote of the fall, 2011 Town Meeting. This agency is comprised of the Recreation and Parks, Human Services & Council of Aging and Veterans' Services Departments. The agency had two main goals that it set out to accomplish in 2012. The first one was to move the operation of Human Services & Council on Aging and Veterans' Services back to its "new" home at 117 East Central while also incorporating Recreation and Parks Department and community programming at this site. The second goal was for a management team comprised of the department heads and key staff members of Recreation and Parks, Human Services & Council of Aging and Veterans' Services to work together to provide new and improved community leisure, educational and social programs along with needed human services.

I am proud to report that the Community Services Department was able to achieve both of these goals and more during 2012. The Community-Senior Center was opened to the public for business on Tuesday, October 9 with an increased volume of visitors and residents coming to this new 30,000 square foot facility for all types of programs and services. It was also highlighted on Sunday, October 21st with over 500 people visiting the Center for its "Grand Opening" celebration. The facility has, in its first twelve weeks, hosted over 80 private evening and weekend meetings, banquets, and rentals, while over 50 municipal, state and community meetings and events have occurred within the same time period at the Community-Senior Center. Some examples of these rentals included the Human Services & Council on Aging Volunteer Recognition Dinner, The Natick Veterans' Services Veterans Day Appreciation Dinner, the Natick H.S. Golf team banquet, two of the Friends of Natick Football pre-game dinners and the Natick Friends of the Senior Center December Holiday Craft Fair.

Programming has been expanded to include high school age programming, a large increase of adult offerings and a steady increase to senior services over the first twelve weeks of building occupancy. Some of the types of programs have included "open gym" basketball, volleyball, ping pong, health, nutrition, and exercise programming, adult community educational programs and health and wellness screening clinics. Professional meeting spaces like a private Social Worker's Family meeting room and a Conference meeting room have been included within the Center. For Veterans and adults, the Multi-Purpose room has been equipped with "TRX- stress relief" training equipment, which will serve this population well through stretching and carefully designed exercise techniques.

While the Community Services management team has achieved their joint programming goals, they have also done a great job in establishing operational protocols within the many flexible use rooms within the Center. They have realigned staff responsibilities within departments, shared staff and resources between departments and have participated in joint training sessions in preparation to better serve our residents. They have also devised an excellent "facility supervision and building maintenance" plan with the Town's Facilities Management Department, which aims to keep this facility to a very high maintenance standard for the years to come.

The Community-Senior Center's users and Natick residents alike have benefited thanks to the financial and volunteer help of many businesses, groups and committees. Some of them included Metro West Health Foundation, Friends of the Natick Senior Center Inc., Natick Commission on Disabilities, Boston Organ and Piano, Leonard Morse Auxiliary Group, Inc., the family of John Luttrell, the family of "Mickey" Kelley and the Natick Community-Senior Center Building

committee. In closing this portion of the report, I want to publicly thank and recognize our new Recreation and Parks Director Jonathan Marshall, Human Services & Council on Aging Director Moira Munns, Veterans' Director Paul Carew and their staff for their cooperation, support and hard work in helping to make the Community-Senior Center into a first class facility for our customers and residents alike.

Respectfully Submitted,

Richard Cugini, Director
Community Services Department

Annual Holiday Dinner for Natick Seniors at the new Community/Senior Center



Human Services & Council on Aging

The mission of the Human Services & Council on Aging Department is to ensure that health and human services are provided, available and accessible to all residents of the town of Natick. We provide and promote advocacy and support systems, working toward the ultimate goals of independence, improved quality of life, and preparation for life change.

Main Purpose of the Department

The Department is a human service agency providing activities, education, information, social and support services and programs for children, adults, elders, families, and individuals with disabilities through a multipurpose Community-Senior center. We serve as an information resource; provide case management and crisis intervention; coordinate volunteer services; provide programs (wellness, intergenerational and others); provide health services and support for chronic disease self-management; assist in the planning of community projects that address youth and family issues; develop and foster partnerships with other agencies and organizations for planning wellness and prevention programs; work with the school department, area social service organizations and state agencies to address service needs; assist families and individuals in accessing public and private benefits; advocate for older adults (6,502 Natick residents over age 60 according to 2010 U.S. Census, a 9.4% increase from the 2000 U.S. Census) and individuals with disabilities of all ages locally and on the state level.

Our services focus on empowering residents of all ages, incomes, and abilities to make informed decisions, to remain actively engaged in their community, and to maintain health, vitality and independence.

Most programs and services are provided at the Community-Senior Center. Our high level of activity would not be possible if not for the 294 volunteers who donated 17,341 hours of their time, equivalent to \$377,860 of service to the town of Natick. Additionally, Whitney Place Assisted Living Residences, Natick Visiting Nurse Association, Inc., MetroWest Medical Center, Mary Ann Morse Health Care, BayPath Elder Nutrition Program, Senior Citizens Legal Project, Vision Foundation, and many doctors and other health care professionals, local agencies, and other town departments provided “in-kind” services to benefit our participants. We are grateful to the foundations, businesses, civic organizations and individuals who have supported our programs and services through their generosity.

Our social services department accessed entitlement benefits for Natick residents in the areas of: food stamps, Mass Health, SSI, SSDI, fuel assistance, Medicare programs, Good Neighbor Energy, BayPath Emergency Fund, and Prescription Advantage in addition to their ongoing case management cases. Income Tax preparers worked with over 200 Natick residents to help them file their personal Income Tax returns and assisted many in accessing Circuit Breaker refunds for elders and Earned Income Tax Refunds (EITC) for low to moderate income families with children. SHINE counselors assisted Medicare beneficiaries in saving money and navigating complex changes in the health insurance system. While the financial benefit of our social services staff, SHINE counselors, and Income Tax preparers is significant, the non-financial benefits of access to information or resources, peace of mind, and closure, are of equal importance.

Representative Activities and Initiatives in 2012

The work of the department in collaboration with many other local organizations, agencies, and

departments has resulted in numerous activities and/or initiatives for Natick residents including:

- Fuel Assistance for 114 Natick families, an 8.6% increase in the number of families served over last year. Monetary benefit of \$70,025 in fuel assistance, an 11.2% increase over the previous year. Collaboration with the Natick School Department has directed previously unidentified eligible families to the Human Services/COA Department for assistance in accessing public and private benefits.
- Backpacks for 28 Natick children through collaboration with Natick Parks and Recreation's Camp Woodtrail, Natick Service Council, and Backpacks for Kids
- Hosted a Legislative Breakfast with 14 other Metrowest towns to advocate (successfully) with our state legislators to increase the amount of the State Formula Grant.
- Added a popular Thursday evening movie program on our 70" TV
- Partnered with Sherborn Council on Aging to offer Water Aerobics class at Longfellow Sports Club.
- Collaborated with the Massachusetts Department of Public Health and the organization, Screening for Mental Health to provide online screening and resources on our web page for depression and anxiety screening and to serve as a screening site for National Depression Screening Day.
- Offered the evidence-based Chronic Disease Self Management Course for adults of any age two times during the year.
- Expanded our hours of operation to include evenings and weekends to offer free income tax preparation for working families to help them collect the Earned Income Credit and Child Care Credit.

Activities in 2012

Service was provided at the senior center, in consumer's homes and through our transportation program, and in the community

Social Service and Case Management Cases:	628
Programming and Health Services Units:	34,495
Information Calls:	17,548
Parking Tags Issued:	904

On our first day in our new Community-Senior Center we logged over 300 visitors. This is more than double what our average daily census had been. We expect this high level of participation to continue. We appreciate the support and suggestions of the community as we plan for the future of our department. We remain committed to the goals of providing services, information and resources and access to the same for Natick residents of all ages and incomes.

Respectfully submitted,

Moirá Anne Munns, Director

Human Services & Council on Aging

Recreation and Parks Commission

The Natick Recreation & Parks Department enjoyed a successful year in the midst of many departmental staffing changes. In November of 2011 the Superintendent of the Recreation & Parks Department was promoted to Community Services Director. The position changed from a Superintendent's position to a Director's position and was filled by Jonathan Marshall (former Program Director) in early February. This left another staffing shortage for the department that was filled in Mid-April of 2012 by Aaron Friedman.

While spring and summer program enrollment was consistent with the prior year, there were significant increases in enrollment with the Skyline Special Needs programming. Camp Arrowhead filled all six sessions of day camp, had full participation for the New Hampshire Camping week and had over 135 volunteers participate over the 2012 summer. Memorial Beach saw its largest numbers in the past five years with increases in season tags as well as day passes. Camp Woodtrail had over 1,000 participants partaking in arts and crafts, drama, field trips and social projects.

While enrollment in the fall season was consistent with last year, the opening of the New Community-Senior Center saw increases in programming targeting adult and teen populations. There were new offerings in fitness, family programming, and sports. The Department also gained momentum working with the Board of Selectmen to revitalize the Youth Advisory Board (YAB). Initial meetings with youth were promising and we look forward to the potential of the YAB in guiding initiatives for youth in the community.

The winter season saw yet another boom in programming at the Community-Senior Center. The Department initiated hoops programs for high school aged students. The youth basketball program for grades 4 - 8 has seen another successful season with close to 600 participants and over 125 volunteer coaches.

The Natick Recreation & Parks Department continues to work closely with various 501(c)3 organizations to help minimize program costs. These organizations include the Natick Basketball Association, the Parent's Association for the Handicapped, Friends of the Natick Community Organic Farm Inc., Friends of Natick Drama Workshop, The Natick Center Associates, and the Supporters of Sassamon Trace Golf Course, Corp. These organizations' commitment to provide support for programs and events is instrumental in helping us reach all residents of the Natick Community.

We have seen a dramatic increase in financial support needs. The Department continues to work closely with the Natick Service Council and the Natick Human Services Department to enable those with financial needs to participate in our programs and events. Local businesses have been key to providing free programming to the community for such events as Natick Days, the Spooktacular, Concerts on the Common, Family Performing Arts Series, Health Fun & Fitness Day, Holiday Lighting, the Mini Triathlon, the Mother Son Challenge, the Great Outdoors, Flashlight Egg Hunt, Fun with the Bunny, Family Night on the Common, and the Mile Swim which continue to grow in popularity and size. These events in addition to the excellent seasonal special events that the Natick Community Organic Farm provides truly deliver outstanding leisure and community services for the town. We can't thank those committees, volunteers, local businesses, and non-profit organizations enough for making these events possible.

The Department continues to push forward with technology enhancements. It can sometimes be quite the culture change as we move from paper to electronic formats. The Department has created electronic calendars for our fields and parks and will be implementing the same for programs at the Cole Center. It is crucial as we make these changes that we train our staff and give them the support they will need to make these changes within our department. The Department is now on both Facebook and Twitter. Further enhancements to the Department's website are planned as staff receive additional training and support.

There have been a number of capital projects completed in 2012. The playgroup room at the Cole Center had a new HVAC unit installed in early winter; the Cole Parking lot expansion was completed in June; and a new fence was installed at Memorial Beach. We also plan to have a shade structure installed at the beach before the opening of the 2013 summer season. The JJ Lane Design Committee with representatives from the Conservation Commission, Recreation and Parks Commission, Town Administration and Recreation & Parks Director is nearing completion of plans to renovate and expand the facilities at J.J. Lane Park. Planned improvements include enhanced fields for passive recreational activities, picnic shelters, playground area, and a community garden. Tentative plans include breaking ground in the Spring of 2013.

The Department looks forward to working with the DPW and the Land Facilities and Natural Resources Division to enhance the parks and fields in the community. It is important that we continue to look at field needs and find creative ways to address the demands on our fields and parks.

Sassamon Trace Golf Course has also been experiencing a number of changes this year. The Department will be handling all aspects of the course, now including course maintenance. This is an exciting opportunity, which should pay dividends down the road as preventative maintenance will keep repair costs down for years to come.

In closing, the Natick Recreation & Parks Commissioners wish to extend an invitation to the general public to come to their monthly "first Monday of the month" Commission meetings. Please feel free to bring with you any issue, question or concern. If you can't attend, please feel free to call or visit the Department's main office at the Cole Center anytime during our normal business hours.

Respectfully Submitted,

Wayne Szretter, Chairman
Jon Marshall, Director of Recreation & Parks

Sassamon Trace Golf Course Oversight Committee

The Golf Industry in 2012 was a period of improvement. The number of rounds played nationally grew by approximately 8%, while Sassamon Trace enjoyed a 14% gain in rounds and green fee revenue vs. 2011. Overall, total revenue was up 12% compared to 2011.

While the uptick in rounds is encouraging, it's important to understand the cause. The answer is complex; but it is not hard to credit the weather for some of the increase in rounds. Many courses in our area close based on the calendar, Sassamon Trace remained open and captured revenue at a time when snow cover would normally close the course.

From a programming standpoint, 2012 was the course's most successful season. Season tickets topped 200 for the first time, a 7% improvement over 2011. Instruction classes for juniors and adults sold out faster than ever before, while demand for the four golf leagues (1-men's, 2- women's and 1-junior) totaling 275 players, has never been higher.

Calendar Year	2012	2011
Rounds Played	30,998	27,230
Green Fee Revenue	\$362,155	\$315,100
Season Ticket Revenue	\$93,715	\$86,930
Cart Fee Revenue	\$71,394	\$61,609
Merchandise, F&B Sales	\$37,891	\$39,008
Rental Equipment & Instruction Revenue	\$14,800	\$13,668
Total Revenue	\$579,955	\$516,315

On the expense side, with one full season under our belt, the new shared non-potable water irrigation agreement with the Dowse Apple Orchard has shown itself as a resounding success. Conservation efforts limiting the use of potable water yielded a 90% reduction in potable irrigation water use from 2008's peak demand level, resulting in a savings of over \$50,000 in 2012. Credit goes to the Supporters of Sassamon Trace for providing the funds for the infrastructure to make this happen.

Excluding debt service, the biggest expense is the yearly maintenance contract with Sterling Golf Management. Sterling Golf, responsible for grooming the golf course since 2000, provided satisfactory service. However, a maturing golf course requires drainage work, tree work and construction projects that were not within the maintenance contract. December 2012 concluded Sterling Golf's final year of their contract and they vacated the property in December.

Town Meeting in 2012 approved funding for the Town to take over maintenance. The transition to Town maintenance is underway. The bid process for golf course maintenance equipment came in under budget and interviews for the Golf Course Superintendent position are completed. Bringing maintenance in house will allow staff to address maintenance projects without having to subcontract them out at additional expense. Furthermore, transitioning from contracted services to Town maintenance will not result in costs over and above what was paid annually to Sterling Golf Management.

We are cautiously optimistic; looking forward, employment and economic growth numbers, although

not robust, are moving in a positive direction. The golf industry is united behind a select few campaigns - most notably, “We Are Golf”, “Golf 2.0” and “Get Golf Ready”. The golf industry is committed to their success. Unlike the weather, this is something we can control.

On the lighter side, we recorded the 150th Hole-in-One at Sassamon Trace on December 12th. The race begins for number 200. The yearly record of 24 Hole-in-One’s in one season still holds for 2006.

The Golf Course Oversight Committee is composed of five Town appointed residents that meet on the third Thursday of the month at Sassamon Trace. The public is invited. Posting of time and date is found on the Town’s online public meeting calendar, the entry lobby bulletin board at Town Hall and at Sassamon Trace club house. The Golf Committee works with Golf Course Management to review policies and procedures, develop new revenue opportunities and identify cost saving measures.

Respectfully submitted,

The Sassamon Trace Golf Course Oversight Committee

Robert Healey, Chair
Kevin Chandely, Vice-Chair
Arthur B. Fair III
George Richards III
Timothy Nihill

Veterans Services

Natick Veterans Services are staffed by a full time Veterans Service Officer, as required by Massachusetts General Laws. The office is also staffed with an Executive Assistant, Ms. Sheila Young. The Veteran Service Officer is also an accredited service representative with Vietnam Veterans of America and United Spinal Association, Inc. This gives the VSO the power to work on all Veterans Administration issues. This could include Aid and Attendance for our elderly veterans and spouses. If the veteran is deceased, the spouse may still be eligible for benefits. This also includes claims for our veterans which can now be handled from start to finish. These claims will provide money to our veterans and, at times, surviving spouses. This office has won over \$1,000,000 in awards to our local veterans and/or spouses in the last two years.

This office provides assistance with state and federal benefits. The Commonwealth of Massachusetts is second to none in providing veteran benefits. Massachusetts is the only state in the nation to provide the benefit of Veteran Service Officer for every city and town. This benefit goes back to the post civil war time when the Commonwealth made the law. This law was put into effect to help the returning veterans and their families.

In addition to helping the veterans who have served, we also have resources to help the families of those who are presently serving. There are so many resources available to these families. There are currently many more members of the National Guard and other reserve units compared to pre 9/11. This is a new group that is much larger which, many times experiences numerous deployments. This office is involved with the Total Wounded Warrior/Yellow Ribbon program, a program that was formed to help the new returning veterans and the families of those serving in harm's way.

I have been elected the President of the North Shore Veteran Service Officers Association, which is made up of 78 cities and towns. This is a great educational and resource tool. Education is provided by the State Universities where a tuition waiver is provided for all veterans of a foreign war which include WWII, Korea, Vietnam, Lebanese peace keeping force, Grenada rescue mission, the Panamanian intervention force, or the Persian Gulf. The new generation of Veterans (Iraq and Afghanistan) is covered under the "Post-9/11 GI Bill". This covers both tuition and fees at all colleges and universities. There is also a program to help the children of Fallen Service Members with all two year and four year undergraduate degrees. This is information that will be provided to those in need of the education services. This office also has the names of key players in the Department of Veterans Affairs Education programs.

We can presently see the ages of our WWII, Korean and Vietnam Veterans are for the most part over 60 years of age. We are losing over 1000 a day of the WWII Veterans with the youngest being in their late 80s. The Korea War Veterans youngest are approximately 80 years of age. The youngest of the Vietnam Veterans is 57 or 58 years of age. This will increase the veterans benefits needed. For example, VA benefit and Aid and Attendance are on the rise. This is in the form of VA pension. We have won a number of compensation and pension cases including widow benefits. We have processed 128 cases of compensation and pension with the VA as of 1/3/2013. To date, we have had awards in excess of \$1,000,000 (1-1-13). Most Aid and Attendance cases take at least a year to get a decision. The compensation case generally takes at least one year to process, usually longer. With the new generation returning from war, VA claims are moving through more quickly than usual (most less than one year). Please note that these benefits are lifelong awards.

We are now part of a Community Services Department made up of members from the Recreation and Parks Department, and Human Services/ Council on Aging Department. It is an excellent team. We now are located in a new Community-Senior Center where there is more space for my office to provide new services such as a “Total Wellness Program”, groups and other programs.

My hope is to have the “Total Wellness” program off and running by the first of the year. I am working with a young USCG Veteran Tyler Hendricks to bring this program to Natick. This will include both physical and mental wellness.

Since some of my clients are part of the elderly population, I have become involved with some of the resources used by the elderly such Bay Path Elder Services. Ms. Young and I sit on a board with the Bay Path Elder Services.

Every veteran who walks through the door or calls this office is asked if he or she is enrolled in the VA Health care system. If not, regardless of age they are asked to complete a three page application and bring it back to me to be enrolled in the system. Many veterans do not know they are entitled to this benefit. This for many can involve savings on co-payments for medical appointments or drugs and getting hearing aids for veterans, not all elderly. This could also lead to a claim being processed by this office.

Natick residents have always answered the call to duty, above and beyond. We have had at least 150 Natick residents answer the call since 9/11. Some have been deployed more than once, while others have served at least three deployments or more. Many citizen soldiers average age is 26 years old compared to a much younger average age in past wars.

This office is also part of a team effort to remember our Veterans in many different ways. Our Memorial Day events, including the decorating of the graves is a great town wide effort. This includes many citizens, including the youth of our community, and many scout groups. The parade on Memorial Day also is a town wide effort with the youth again, town officials and elected state officials. This also includes a member of our local clergy. Veterans Day events also include many of the same efforts as the Memorial Day parade. We are the only city or town in the Commonwealth to remember Pearl Harbor on 7th December every year. This year was the 71st anniversary of Pearl Harbor. We were also involved in the Transfer of Flags held this year at Kennedy Jr. High School. The Veterans Oral History Project, sponsored by the Morse Library in cooperation with this office, held the Veterans Breakfast at Kennedy Jr. High School, a great showing. A “Remember and Thank You” evening was put on by the Town Selectmen, Fire Department, Police, Veteran Services, Natick Veterans Council and the Natick Solider Systems Command. The Police and Fire and Natick Solider Systems Command Honor Guards have marched in both Veterans Day and Memorial Day Parades. Thank you, Honor Guards. This office continues to work with the Natick Veterans Council in square dedications and have done six last year. Thank you to the Town Boards for their support in these efforts. See my webpage for details as spring approaches.

The town officials and residents of our community continue to be strong supporters of my office and the veterans community. Working with the community is such a great part of the work of the office. Let us never forget “Freedom is not free”.

We are also going to do a veterans newsletter; twice a year is my goal. A committee is already set up to begin this new project. This will include Veterans rights, benefits and stories about our veteran

population.

While the Veterans Services Department is one of the smallest in Natick, it is a very important department. Every veteran of every war deserves the best of services we can provide. There is a need in both the WWII or elderly and the “New generation of warrior” returning from our newest war. I have been involved in bringing to a large number of people the “hidden wounds of war”. What are the hidden wounds of war? PTSD – Post Traumatic Stress Disorder and TBI’s – Traumatic Brain Injuries. While neither is new to combat they are now defined and more common among our returning troops, much due to the type of combat these veterans are facing.

Another duty of the Town of Natick Veteran Service Director includes being the liaison to the Commission on Disability and the ADA Compliance Officer. This has been a new experience for me. It is a learning experience and is a great group working very hard to address issues of those with disabilities. I have been able to address a number of complaints with success.

As many are aware, there has been a change in the structure of the Human Services and Council on Aging, Recreation Department and my office of Veterans Services. We will all be part of the Community Services Department. Richard Cugini is retiring and will be gone by the time Spring Town Meeting opens. It has been a great pleasure working under Richard. He has done a great job in bringing the new Community Services Department into place. I will miss working under your skillful and caring leadership.

I am very fortunate to have Sheila Young as my Executive Assistant. She works above and beyond. She has helped educate me on Chapter 115, an area with which she has extensive experience. She has also showed a strong desire to get involved with the VA process. We have done many home visits to the elderly who find they are unable to leave their homes. The Town of Natick has been very supportive from the Board of Selectman who hired me to the Town Administrator Ms. White and her staff. All the agencies that I have dealt with have been very supportive. I will not list all, “Thank you” all for the support of this past year.

“We fought together, now let’s build together”

Respectfully Submitted,

Paul Carew
Veterans Services Officer

Education & Learning

Superintendent and School Committee

This report is a summation of the most significant events and accomplishments during the past year.

Natick School Committee

In March 2012, Ms. Firkins Reed was elected to the School Committee for a three year term and Mr. David Margil was re-elected to the School Committee for a three-year term. School Committee officers as of April 2, 2012 are as follows: Mr. David Margil, Chairman, Ms. Anne Blanchard, Vice Chair, and Ms. Anne LaPlace Zernicke, Clerk. Other members include Mr. Dirk Coburn, Mr. Paul Laurent, Ms. Amy Mistrot and Ms. Firkins Reed.

Natick High School Project

In August 2012, the Natick Public Schools opened a brand new high school. The project was a complete success with the school opening on time and under budget. The school features a highly technological environment, advanced science labs, fitness center and state of the art gymnasium, cafeteria and auditorium.

District/Curriculum, Instruction & Assessment

- Conducted a K-12 Mathematics Curriculum Review
- Coordinated the adoption of Mandarin Chinese for high school students, with a grant from the Teachers of Critical Language Program, and for middle school students through an exchange teacher to Natick from our sister school Mianyang Dongchen International School in the Sichuan Province
- Coordinated an application to Project RED (Revolutionizing Education) which led to Natick's designation as a Signature District, one of ten across the nation and the first in the Northeast
- Successfully secured Immigration and Customs Enforcement (ICE) approval to accept six international students to Natick High School, hailing from the Czech Republic, Italy, Brazil, Slovakia, and Germany, with more students joining NHS in the fall
- Worked collaboratively with Kindergarten to grade twelve staff to implement the new Massachusetts Common Core for learning
- Brought Future Ready to Natick High School, a collaboration between area businesses, higher education and high school staff and students to highlight Future Ready skills: Workplace Readiness, Personal and Social Responsibility and Academic Rigor

Pupil Services

- Administrative Model Changed
 - New Director of Student Services Appointed
 - Assistant Directors of Student Services for Elementary, Middle, and High School replaced Special Education Coordinators and Department Heads
 - Preschool Principal replaced Preschool Coordinator
- Our state-of-the-art preschool program opened up within the new Natick High School.
- The State initiated the first portion of our Coordinated Program Review (CPR) for Special Education, English Language Learner, Youth in Transition, and Civil Rights programs.
- Parent satisfaction survey provided on our website which generated more than 180 responses
- High School Transcripts dating back to 1951 have been converted into digital format for ease of access
- A new crisis prevention and intervention program called Safety-Care has been rolled out District wide, with 7 staff members being trained as trainers of the program at all grade levels and at the after school program (ASAP).

- Special education and related services continue to be enhanced through:
 - The use of technology such as the use of IPADs for access to classroom instruction;
 - The development of a consistent and system wide approach to administering programs and services;
 - A collaborative approach to working with parents and other district program areas to continuously do what's best for kids.

Health Services

- Barbara Singer, Bennett-Hemenway School RN, secured a grant from the Metrowest Community Healthcare Foundation to purchase specialized vision and hearing equipment that will allow students in the Natick Public Schools, who would be unable to screen or would have great difficulty using the conventional screeners, to have vision and hearing screening done at school. The district will also collaborate with the ACCEPT Collaborative and Wellesley Public Schools.
- Three Nurses: Barbara Singer (Bennett-Hemenway School), Kathie Vermouth (Natick High School) and Nicole Marcinkiewicz (Natick High School/Preschool) are all American Heart Association/First Aid Instructors. They have collectively trained several staff and students in CPR and First Aid.
- Barbara Singer was chosen to be a National Epinephrine School Resource Nurse (only 100 were chosen nationwide). She has also written an article published in the Journal of School Nursing (National Publication), entitled "Perceptions of School Nurses in the Care of Students with Disabilities."
- The district held school based flu clinics in November and we vaccinated over 400 (489 to be exact!) students and staff. We are one of the few schools in Massachusetts that do hold in-school flu clinics for the students.

Technology - District Wide Infrastructure Improvements

- **Expanded One to One Learning Environment** - After a successful pilot of our 1 to 1 student laptop program at the 8th grade, we expanded it this year with the opening of our new High School to include all students in grades 8 – 12, which is now approximately 1800 students. As a result of our successful implementation of the student laptop program, we received national recognition from the non-profit group ProjectRed (www.ProjectRed.org). The Natick Public Schools is one of 10 districts nationwide to earn this signature district status.
- **New High School Project** - Work was completed to open the new High School and was designed to support the new 1 to 1 student laptop program. The new facility has some of the most advanced technology systems of any school and included relocating the district wide data center that runs the school district.
- **Kennedy Middle School Expansion** - Expanded the wireless infrastructure at the Kennedy Middle School to support the use of modular classrooms.

Natick High School

- Natick High School ranked 37th in "Best Schools in the Boston Area" according to the September 2012 issue of Boston Magazine.
- 149 scholarships totaling \$148,000 were awarded to the 2012 seniors at Class Night.
- 95.68% of the Class of 2012 went on to further education: 84.05% to Four-Year, 11.63% to Two-Year, and .66% went into the Armed Forces.
- **MCAS – Spring 2012**
100 % of 10th grade students passed the ELA MCAS
99% of 10th grade students passed the Math MCAS.

98% of 9th grade students passed the Science MCAS

- **SCHOLASTIC ASSESSMENT TEST**

Class of 2012: 94.0% (284 students of 301) in the class took the SAT Reasoning Test.

	Natick	State	National
Critical Reading mean	535	513	496
Math mean	563	530	514
Writing mean	527	508	488

- **ACT TESTING**

Class of 2012: 49% (148 students of 301) in the class took the ACT with an average composite score of 23.5.

- **AP EXAM INFORMATION**

393 AP Exams administered in May 2012. Students may take an AP exam without taking the AP course.

Results of the 2012 AP Exams: (190 students)

Score	Percentage of all scores
5	30%
4	30%
3	21%
2	18%
1	6%

- **AP SCHOLARS**

(Spring 2012 – at least 3 exams taken)

Of Students

National AP Scholar (4.0 or higher)	3
AP Scholars with distinction (3.5 avg.)	22
AP Scholars with honor (3.25 avg.)	12
AP Scholars (3.0 avg.)	<u>20</u>
Total Scholars	57

- Natick is among a total of 539 school districts across the U.S. and Canada being honored by the College Board for increasing the percentage of students earning scores of 3 or higher on AP Exams. Natick is one of 46 districts in Massachusetts that met the criteria to be placed on the AP Honor Roll this year. 393 exams taken by 190 students, an increase of 12 exams and 13 students in 2011-2012. NHS added two new AP courses for the 2012-2013 school year: AP Environmental Science and AP World History.
- Justin Haugland (2013), David Makranksy (2013), Ian Grant (2013) and Timothy Sakharov (2013) are National Merit Semi-Finalists.
- 59 teachers have been trained in the use of Naviance to submit online recommendations. We are approaching full faculty participation in online submission, a process which streamlines students' college application process.
- Victoria Awkward was the Honorable Mention Prize Winner in the 2013 Brotherhood Program "Classmates Today - Neighbors Tomorrow"
- NHS Leadership Team accomplishments:
 1. 20 students across grades and 4 Teacher-Chaperones are planning to attend the Anti-Defamation League - March 2013 Conference "Imagine a World Without Hate".
 2. A group of NHS ADL trainers have been invited to facilitate workshops at Youth Congress.
 3. 40 students trained in 3-Day Anti Defamation League Bullying Awareness Program spend one CDS period per week with Mr. Strother and Mrs. Greenholt working on preparing materials and facilitating skills.

- Tosh Campbell, Sophomore Student - Organizing a School Trip to New Orleans to help with Hurricane Katrina re-build efforts with Faculty support.
- This year's Hugh O'Brian Youth Leadership (HOBY) Ambassador is Riley Mistrot. Riley will represent Natick High School, in June at a special seminar held at Bentley University.
- RYLA (Rotary Youth Leadership Award) - Ashley Lemnios & Ben Kammer
- Taylor Nefussy earned the highest score in the January Math League Contest, in which 60 students participated on January 15th.
- The NHS Varsity Hockey team, in an effort to give back to the community which gave them so much support last year following the death of player, Justin Bailey, volunteered to assist the Natick Police Department and the Natick Service Council with **The Marsha Kelly Memorial Giving Tree**. The Marsha Kelly Giving Tree provides holiday gifts for over 85 Natick children in need. The boys loaded two trucks and six of their own vehicles with the donated gifts and transported them to St. Linus Church where they unloaded them for distribution to families.
- Natick Fire Chief Sheridan, with the support of a grant from the Metro West Health Care Foundation, has initiated a program at Natick High School that will certify all students, over the course of a two year period, in CPR and Cardiac Defibrillation. Training by certified Natick Fire Department personnel and other NHS health care professionals has taken place for all freshmen and juniors and will continue with the same in the next school year, leading to whole school certification.
- Natick High School has initiated a "Links Program", designed to facilitate a smooth and seamless transition for a student from a private, out of state, or out of district school to Natick High School. It is also designed to help students access a peer or upperclass mentor during the school year, who can further help with academic, or social orientation.
- NHS Drama performed "High Society" in the fall of 2012 in the new Natick High School Performing Arts Center. A classic score by Cole Porter is a musical adaptation of the comedy "The Philadelphia Story".
- Natick High School joined **"Future Ready Massachusetts"**, a public communication campaign to promote understanding and use of the various tools that will advance the college-and-career-readiness of the Commonwealth's students. The **"Future Ready"** campaign aims to 1) increase the number of students pursuing and succeeding in college and careers, and 2) build community and family support for completion of a rigorous course of study and relevant experience, which offers better opportunities after high school.
- Last spring our BPA/A+ Certification group finished first nationally for the 3rd year running in Computer Network Design.
- NHS has developed a new FIRST Robotics program that hosts three FIRST FTC (First Tech Challenge) teams. Recently, one of our teams finished 3rd at a regional event.
- Junior Katelyn Sweeney, a student in the Microsoft A+ Program and current Network Design Team member was nominated for and won the prestigious NCWIT Award (National Center for Women & Information Technology).
- A respected panel of invention and academic leaders from the Massachusetts Institute of Technology (MIT), the Lemelson-MIT Program, industry and InvenTeam student alumni selected Natick from a national pool of applicants to be among 16 InvenTeams. InvenTeams aim to inspire a new generation of inventors by engaging participants in creative thinking, problem-solving and hands-on learning in STEM (Science, Technology, Engineering and Mathematics). The Natick High School InvenTeam will invent an amphibious remotely-operated vehicle (ROV) that functions on ice for the Natick Fire Department and cooperating rescue dive teams in the MetroWest area. The ROV will traverse the ice surface then enter holes, taking the place of rescue divers. It will then descend to search for bodies or survivors and climb back out of the ice

hole without physical human involvement. This invention will be unique based on affordability, ease of use, quick deployment and its amphibious features. The approximate cost to build a prototype of this device is \$10,000 with the Natick Fire Department Dive Team receiving it as a donation.

- NHS was pleased to announce the 2012 Natick High School Wall of Achievement and Herve B. Lemaire Award for Excellence in Education recipients.
- The alumni chosen to be inducted to the Wall of Achievement were:
Stuart W. Davidson '75, Jon Goode '93, John J. Hughes '66, Colonel Stephen J. Maranian '84, David S. Phelps '69, Ph.D., and Beverly Adams Rippel '65.
The recipient of this year's Herve B. Lemaire Award was Mary Lou Carey, retired Special Education Chairperson.
- The 1929 Natick High Alma Mater is reintroduced to our musical repertoire under the direction of Mr. Tyler Turner.
- The new NHS School Store located next to the cafeteria opened for business offering a variety of beverages, snacks and **REDHAWK** apparel. Also, an online store was added to the NHS Website.
- NHS welcomed Ms. Wenguan Sheng of China, as Mandarin is introduced to the curriculum.
- The NHS Athletic Program had another successful year with several notable highlights:
- NHS Girls' and Boys' Volleyball, Football, Cheerleading, Girls' Indoor and Outdoor Track, Wrestling, and Boys' Basketball Teams were Bay State Conference Champions.
- The Wrestling Team was BSC Champions for the 18th time in 19 years.
- The following teams qualified for their respective MIAA tournaments: Girls' and Boys' Volleyball, Girls' and Boys' Soccer, Football, Girls' Swimming, Girls' and Boys' Cross Country, Girls' and Boys' Basketball, Boys' Hockey, Boys' and Girls' Skiing, Wrestling, Boys' and Girls' Outdoor Track, Boys' Lacrosse, Boys' and Girls' Tennis, Girls' Softball.
- The Boys' Hockey Team played in the MIAA Division 1 South Final.
- The Girls' Basketball Team played in the MIAA Division 1 South Final.
- Natick typically is at an athletic participation level of over 40% per season. Of the Twelve Schools in The Bay State Conference, Natick was tied for first in athletic participation per school population.

Kennedy & Wilson Middle Schools

The Natick Middle Schools are vibrant places for the youth of Natick. The schools work in partnership to develop and advance opportunities for young adolescents, build leadership skills, teach 21st century skills and personalize academic learning. We are proud to share a few of our accomplishments from the last year.

- Kennedy Middle School was recognized by the New England League of Middle Schools as a "Spotlight School" and received this award for implementing exemplary middle school practices.

Technology, 21st Century Skills and Personalizing Learning

The middle schools embarked on their second year with our laptop program and digital learning conversion in grade 8. Working in conjunction with the implementation of the new Common Core State Standards national curriculum, staff have revamped curriculum and coordinated between the middle schools to design common learning experiences that grow 21st century student skills. The laptop for every child extends the reach of the classroom and school, increases critical thinking, reading and writing exposure and levels the playing field relative to access to resources. The laptop program and increased technological and training resources for all students and teachers in the buildings have resulted in the design of more student-centered, challenge and technology based learning experiences. Natick middle schools have increased rigor and access to rigor for all students.

Writing

The implementation of the new Common Core State Standards curriculum in math and English Language Arts continues to affirm Natick's commitment to providing a writing-intensive curriculum experience. All students in every grade participate in six common middle school writing experiences in each of their subject areas. Families are invited in to view writing portfolios and engage in goal-setting discussion with their students about writing progress. This program is also enhanced by the laptop program.

Leadership Training and Anti-Bullying Programming

Both schools implemented year three of a comprehensive Peer Leadership program in which over 250 students have participated. The program provides monthly anti-bullying training to any interested student and 50 students participated in extensive trainings with the Anti-Defamation League (ADL) so they can train their peers and younger students to become empowered bystanders in combating bullying as they confront it in their lives.

This middle-school program, in conjunction with the program at Natick High School, was recently awarded the Marty Meehan Middlesex County District Attorney's Award for a school system. The program was cited for its work to help ensure school safety in a positive leadership training model for students designed to encourage upstanding leadership on behalf of other students who may suffer from the bullying acts of others. Using the Facing History and Ourselves curriculum, the Natick peer leadership program at the middle level also uses a social justice and anti-bias lens to teach middle schoolers the application of these leadership skills to historical study and to proactive leadership of our world for the 21st century.

The Arts

- Over 20 KMS & WMS middle school students performed in the Eastern district chorus and band competitions in March 2012
- The 7th grade KMS drama class performed The Bully Plays, three short pieces from the new theater for young audiences anthology.
- Wilson Middle school produced the following play: Seussical, The Musical and sent over 56 students to the band and chorus district all-state bands and choruses.
- Two other drama performances took place at Kennedy - March – Guys & Dolls and November – The Brother's Grimm Spectaculathon. Approximately 100 students were involved in these drama showcases.
- Massachusetts Cultural Association and the Natick Education Foundation each awarded a \$5,000 grant toward the Mosaic Panel project – funding Josh Winer, mosaic artist, to work in art classes designing and creating the mosaic panel that will be installed over the front door of Kennedy Middle School.

Fitness

- KMS Student Council's mini-marathon fundraiser monies were used to purchase a stationary bicycle now in use in the 6th grade special education classroom, thus expanding the Ratey philosophy of active bodies leading to active minds to the special education classrooms.
 - All KMS students in grades 5-8 participated in the AAHPERD/Konami "Dance, Dance Revolution tournament. Two KMS 8th graders qualified for the State Finals and won first (\$5,000 grand prize and third (\$1,000 prize) place prizes.
 - Mr. Lyth & Mr. Vigue, KMS Health & Wellness teachers, presented at the MIAA Wellness Coordinator Showcase in February. Topic: Correlation between exercise and the brain and the development of the SPARK classroom energizer videos on the KMS YouTube channel.
- Both middle schools participated in a study with Dr. John Ratey's prestigious neuroscience

group in partnership with Specialized Bikes and Natick's Landry Bicycles. Randomly selected students were asked to attend before school day biking sessions for 4 weeks and were evaluated before, during and four weeks after the biking program for neurological processes, testing of concentration, rating scales for social interactions and school effectiveness. The results at both KMS and WMS were astounding including reduction of participants' BMI, waist sizes, school attention issues, issues with "sleeping" executive functioning centers of the brain and an increased positive outlook and school performance by participating students. Students received either a bike or gift certificate for their participation--but clearly they received much more.

Math, Science and Engineering

- Kennedy Middle School has advanced to the second round of the Samsung "Search for Tomorrow" grant contest. The contest has been designed by Samsung to have schools "...show how STEM can help improve the environment in your community." Thus far as participants in the contest, KMS science department has received a laptop and additional classroom materials.
- The Wilson Robotics team has doubled in size in the past year signaling our 5th and 6th graders' increased attention to this area of activity. As a part of this club, a group of girl robotics attendees has emerged. In upper grades, the Future City Design and Engineering Club ranked second in the regional competition that was held in the Spring of 2012 and will compete again this year designing a building 3-D model addressing how designers can combat erosion in building projects. The team must build a model, give a formal presentation on their model, and write an essay about the model and processes. Great training for a potential career in design and engineering fields of all types!

The Natick PreSchool

- The Natick Preschool, formerly known as Hand in Hand is newly housed at the Natick High School. While the location is new, the program still offers an integrated student environment led by dually certified teachers who foster pre-academic and social pragmatic skills in Natick's youngest learners.
- Professional development and our student learning goal this year are centered around developing play skills and language skills which are essential precursors to reading, writing and organizational skills commonly referred to as executive functioning skills. Experiences in the preschool in intentionally structured play settings, help children to learn self-advocacy, problem solving, shared attention and collaboration skills; all foundational skills for effective academic and social growth.
- The Preschool uses iPads and interactive whiteboards in developmentally appropriate ways to enhance student skill development in the areas of fine motor control, letter and sound identification, social interactions and language development.

Bennett-Hemenway School

- Expansion of iPad deployment K-4. This year we have increased our iPad implementation to 80 devices. Two mobile carts are available to teachers for 1:1 applications and 25 are available for checkout through the school library. The devices housed in the library can be checked out by teachers in any number to accommodate projects and various group sizes.
- Continued refinement and expansion of student support systems. During the school year, Ben-Hem continued its focus on response to intervention practices and protocols. This year our efforts have focused on researching and testing intervention programs for mathematics and social/emotional learning. Work in this area continues to improve support services for all students K-4.
- Implementation of the Common Core State Standards (CCSS). Throughout the school year

faculty and staff spent a great deal of time preparing for CCSS. Work focused on the thinking and metacognitive skills/processes that students will need to harness to find success with curriculum aligned to the CCSS. This work began by looking at and discussing reflection and reflective writing as a means of developing metacognitive skills and strategies. In the spring work turned to looking closely at the thought processes required for CCSS and the implications for teaching and learning.

Brown School

- Brown School has had another tremendous year of achievement. Our students have continued to score well on MCAS and we were ranked 49th in the state for cumulative scores grades three and four. In addition, our school and district based assessments have validated that high performance. Our success is attributed to a highly skilled faculty that uses multiple forms of data to study learning. They work collaboratively in teams to build common assessments and they discuss strategies that will be effective for the child. As a result, Brown School has a comprehensive system of analyzing student data for the purpose of teaching children what they need to know.
- Brown School was proud to launch our Brown School Reporters on our school web site. The Brown School Reporters produce a daily podcast in the form of a newscast. They report on weather, sports, school events, and always include an educational component. Our goal is for every fourth grade student to participate on the news team so they learn the skills of filming, editing, and uploading video podcasts to platforms for others to view.
- Brown School hosted the fourth grade Academically Gifted/Academically Talented program in the spring of 2012. Fourth grade students from across Natick came to Brown once per week for two hours to focus on Math challenges.
- Finally, the Brown School has installed a new security system at the front and rear of the school to assist us with identifying visitors who are coming to the school. This will allow us to keep the doors locked and allow our community members to access the school during the day. We are grateful for the investment Natick has made to help us feel safe at school.

Johnson School

- Johnson School has experienced positive increases in their math MCAS scores over the past few years. Students have demonstrated consistent improvement with 80% of our 4th graders achieving Proficient or Advanced. This is an 11% increase over the previous year's cohort. Additionally, 57% of Johnson School third graders earned an Advanced score on the mathematics assessment.
- The Johnson School community came together this fall and earned over \$2,220 to support the Monmouth Beach Elementary School in Monmouth, New Jersey. This school was wiped out by Hurricane Sandy. We hosted a coin drive and a Pancake Party to support the efforts.
- Johnson School students and teachers have worked to care for our environment. This fall we hosted a week long Outdoor Classroom initiative. Classes participated in community service cleaning the gardens and back walk way. Fourth graders left their mark on Johnson School as we painted a path of paw prints up the Floral Avenue entrance to remind students they are Jaguars.
- Johnson School has increased the access to technology for students and teachers. All classes now have two dedicated lap tops for student use, as well as access to a mobile lap top cart of 25 machines and an iPad cart of 21 machines.
- With support from the NEF, Johnson School hosted an art installation project. Jenifer Sunday, art teacher, recreated student work samples into a mural that now resides in the Johnson School Auditorium.

Lilja School

- **MCAS** -Our 3rd grade students were high performers in both ELA and Math last year, scoring in the 81st percentile in reading, and in the 89th percentile in mathematics.
- **Community Service and Awareness** - The Lilja community conducted two coin drives to support those in need. The first was for a village in South Sudan. Gabriel Deng came and spoke to our 3rd & 4th grade students last spring about hopes for building a school in his home village of Ariang in South Sudan. The goal was to provide Sudanese children with inclusive access to education. The other coin drive was conducted this fall and raised money for the Red Cross to support Hurricane Sandy victims in the mid-Atlantic states. In total, Lilja raised over \$1,000.00. Another initiative connected to Hurricane Sandy involved Lilja students sending cards of support to P.S. 216 in Brooklyn, as well as a collection of classroom supplies, books, blankets and warm clothing.
- **Technology** - Due to increased enrollment, Lilja had to convert the computer lab into a classroom. Now we have a fully mobile lab for computer use. We have in place a full laptop lab, 2 mini labs, 2 iPad mini labs, and a full iTouch lab. All classrooms now have document cameras and projectors. An additional 20 iPads have been ordered and will be functional in January.
- **Acts of Kindness and Terrific Kids** Lilja school continues to use Acts of Kindness Leaves as a way for students to recognize when they see others doing kind things. During the all school assembly each month, leaves are selected to be read to the school. Both students who commit the act of kindness and those who notice the act of kindness are acknowledged. All remaining leaves are placed on a tree in the front lobby, which is a nice visual for the community to see all of the wonderful acts of kindness Lilja students are doing.
- Another initiative that began this year was Terrific Kids. This program is sponsored by Kiwanis and recognizes one student per classroom each month, those who demonstrate a positive attitude, good character, and responsible citizenship. The “beauty” of the program, as described by Kiwanis, is the focus on effort, rather than perfection or performance.

Memorial School

- Memorial School is in year two of implementing a new core reading program with fidelity to the core (Reading Street) in grades K-4. Teachers have been demonstrating key lesson components in the Reading Street Program to provide powerful learning opportunities for all students.
- Memorial School uses the Reading Street assessments to establish student baseline performance to appropriately group, instruct, and activate intervention for ELA student achievement and monitor effectiveness of the intervention as it documents student progress. In collaboration with special education teachers, core literacy specialist and support team, Memorial School has implemented ELA interventions for students identified in strategic intervention groups.
- Memorial has developed a three tier Response to Intervention (RTI) system of support. All students are presented with skills and strategies tied to the ELA frameworks. Targeted students receive small group instruction daily to reinforce the skills and strategies taught in whole group (Tier I support). Intervention staff sees students during center based practice to receive additional instruction on the skills and strategies taught in the unit lesson (Tier II). Those students who are still falling significantly behind receive additional support from building specialists and special educators (Tier III). Interventions include a wide variety of research based remedial approaches to improve vocabulary, phonics, reading fluency, comprehension, and written expression including Wilson Reading, Foundations, Orton-Gillingham, Words our Way, Sight and Sound Spelling, and Read Naturally. Interventions range from 15 to 45 minutes daily based on need.

- Memorial has utilized embedded Professional Development from Reading Specialist for teacher growth. Training for interventionists, special educators, regular education teachers, and other building support people include: Foundations, Read Naturally, Center Based Practice, Reciprocal Teaching Approach, Narrative and Expository writing, DRAII, and small group targeted techniques for phonics and comprehension. Professional Development for parents includes Reading Street overview.
- Memorial School sends weekly communication home using “Family Times” to provide information about ELA skills, concepts, reading strategies, and vocabulary for the week. Memorial School also publishes a monthly newsletter highlighting school curriculum, classroom educational updates, and student writers.
- As part of a district-wide initiative, Memorial School has implemented the AIMSweb assessment system to measure student progress in reading and math. The AIMSweb assessment tool complements the other assessments used at Memorial to help educators design instruction that is targeted to the needs of our students.
- Continued refinement and expansion of student support systems: During the 2012 - 2013 school year, Memorial has made great strides in refining student support services throughout the building. The data meeting process has improved its ability to identify student learning needs and define support services in an effective and timely manner.
- Memorial School Incorporates 21st Century technologies for instruction and academic achievement. Memorial school is expanding our technological capabilities; exploring new ideas, and funding sources to broaden our teaching and learning options. All classrooms have laptops, iPads, LCD projectors, and document cameras. Memorial also has a 25-laptop lab for student and classroom use, interactive whiteboards, as well as 8 Media Center computers. Memorial School podcasts daily announcements and uses multiple means (i.e. Facebook, School Website) to promote events and increase communication.

NATICK HIGH SCHOOL CLASS OF 2012

Ioane Abdushelishvili
Samuel G. Alich
Kyle David Allen
Tyler Edmund Alterio
Joseph J. Alves
Harsha Amaravadi
James Andrew Anderson
Bradley J. Apone
Rachel Elizabeth Apone
Viola Apostoli
Conor Patrick Archibald
Paola Lizmary Arias
Rachel Yvonne Bachelder
Alexandra Marie Barr
Meredith MacKenzie Barr
Samuel Patrick Barragan
Michael David Barry
Noah Evan Bastien
Rachel Shapiro Becker
James Robert Bellomo
Alexandra Lin Berkman
Michael Stanley Berkman
Austin-Harris Comeras Bernstein
Caraleigh Hope Birchler
Timothy R. Birchler
Josephine Hannah Blackburn
Hunter Alexander Bolin
Courtney Ann Boudreau
Cassidy Reed Bradley
Nathaniel Francis Brady IV
Danielle Nicole Brakey
Edward James Bratcher
Marcus Xavier Brice
Elizabeth Lea Bruns
Kyle James Buckley
Caitlyn Nicole Burns
Hannah Jane Byrne
Courtney Ann Caccavelli
Brian Edwin Candelario
Shannon Elizabeth Carr
Ashley Marie Carries
Hanna Mae Carson
Benjamin Joseph Cartier
Gabrielle V. Casey

Simon Peter Casey
Alexandra Lynne Castle
Rachel Anne Catlin
Maria Briana Caulfield
Catherine Aileen Cavanagh
Katherine Lee Cerulo
Samantha Ashley Chan
Kelsey L. Childs
Sui Ning Chow
Alessandra Lee Cigna
Brendan Michael Clune
Lydia Kate Coburn
Frederick Rhodes Coburn III
Nico Violet Coffman
Alison H. Collias
Benjamin Taylor Collins
Marissa Rose Collins
Matthew Charles Collins
Tiffany Ann Connelly
Samantha Elisabeth Cox
Shelby Madison Crepaux
Theresa Carter Crowell
Andrew Sean Culkin
Lorenzo Antonio D'Amore
Carly Eve Daitch
Samantha Grace Davidson
Adam S. Davis
Brianna Lauren Day
John V. Del Monaco
Chandler J. Delisle
Gaebriella Concetta Delisle
Alexander James DeLorie
Harris George Demos
James Francis Desjardin
Prasanth K. Dhulipalla
Nicholas Dolan Dienel
Maisy Lauren Donahue
Evans J. Dorime
Jacquelyn Griffin Drolet
Joseph Douglas Rowland Dube
Timothy Martin Dunn
Sara Rae Ebb
Victoria Lynn Kayser Ekonomy
Amber Jade Elcocks

NATICK HIGH SCHOOL CLASS OF 2012

Giuliano J. Espino
David Alexander Eventov
Molly Ann Farrell
Laurie Shaowen Femmel
Corey Steeves Fisher
Erika Lynn Fleming
Ericka Ann Foley
Kenna L. Foley
Meaghan Williams Foley
Alexander Cochrane Forbes
Zoë Jayne Frazier
Nicole Y. V. Friedman
Aaron Michael Garcia
Paul J. Gerry III
Alexandria Collette Gifford
Kelsea Rian Gildawie
Benjamin Carter Gilkey
Briana Michelle Gilvarg
Timothy James Glavin
Ashleigh Morgan Golden
Daniel Thomas Goose
Ryan William Gorman
Sarah Brooke Grace
Todd Phillip Granoff
Andrew William Grassey
Alyssa Maria Griffith
Shannon M. Gusmini
Franz-Johann D. Hackbarth
Daron Grikor Hacopian
Noelle Marie Haddad
Kaitlin Nicole Halloran
Patrick Robert Harney
Colleen M. Hayes
William Bernard Haywood
Maxwell James Heithmar
Matthew Clancy Helser
Nathan Allen Hillard
David Byron Hinton
Elinor Marie Miller Holm
Ellen Lena Holman
Bethany Marie Hookway
Brianna Marie Hopkins
William Robert Howe
Corinne Rose Ianni

Najwa M. Ibrahim
Maxwell Joseph Israeloff
Kathryn Elizabeth Iwanicki
Daniel Cauley Jamieson
Nicholas Emilio Jennings
Georgia Joy Johnson
Jonathan Lev Kaiser
Faisal Karim Kanaan
Derek Richard Kane
Brenna Katherine Keefe
Savannah Grace Keller
Sarah Casey Kenny
Kevin Joseph Kerbs
Shahid Khan
Jesse Hanna Khoury
Katheryn Claire Kinsman
Jared James Kimler
Anna Elizabeth Kjersgard
Alexander Charles Kouré
Dimitri Christopher Kourtis
Rebecca Alice Krasa
Brandon Edward Kwok
Derek Matthew Kwok
Kevin Lanel Labitue
Robert William Laing
Molly Elizabeth Landers
Avery Anne Lavalley
Jared I. Lee
Zachary W. Leger
Caroline E. Letner
Brandon Leung
Matthew C. Leupold
Michael J. Leupold
Victoria Lynn Lewandowski
Jacob Corey Lewi
Tong Li
Jennifer Danielle Liberman
Shannon Keara Lightcap
Tyler Harrison Linsky
Heather Elizabeth Loges
Bianca Leigh Loscocco
Allison M. Lucenta
Hannah Fay Lurier
Sean Alan Lyon

NATICK HIGH SCHOOL CLASS OF 2012

Nicholas Robert Lyons
Annie Laurie MacLellan
Kevin Patrick Maichen
Michael James Marcantano
Natalya Christina Martins
Darko Matich
Nicholas Stewart Maviri
Nicholas Alexander Mazzola
Sawyer Eugene McCarthy
Jake A. McDermott
Matthew James McDermott
Annie Rose McElaney
Marie Alyson McGinley
Shari Leigh McHugh
Andrew James McIntosh
Christian Andrew McPherson
Keileigh Ann McReynolds
Kimberly Ann McShane
Kimberly Janine Merren
Maren M. Mikhail
Connor James Mitchell
Mai Mitsuyama
Brandon B. Mojahed
Justin Aria Mojahed
Nicole Ashley Morrissey
Dean Cleveland Mosher
Preston Mucciarone
Kathleen Elizabeth Murphy
Denis Michael Nagle
Timothy William Naser
Christopher N. Natola
Jessica Patricia Negrotti
Leigh Maura Nesky
Daniel J. Nesvet
Andrew Joseph Newis
Kacie Leigh Newton
Kevin C. Ngan
Eric Si Nguyen
James Anthony Nicoli
Evan Charles O'Connor
Chukwunwike Chidozie Odunukwe
Patrick Joseph O'Loughlin
Emily C. O'Neil
Thomas Robert Olsen

Cameron Elizabeth Omiccioli
Megan Marie Pacheco
Shannon Kelli Palmer
Benjamin Leslie Parnas
Emily Beatrice Peabody
Edward Joseph Pedro
Michael Richard Pennett
Michael N. Perry
Lyman P. Phillips
Hannah Belle Pomfret
Allison Lee Portnoy
Auralee Sky Poulos
Matthew Thomas Powers
Jack Michael Price
Jeffrey Michael Rausch
Daniel John Rea
Carolina Stephanie Reyes
Kellee Marie Reynolds
Sabrina Hayes Riley
Zipporah Emaya Robinson
Janicecia Iveliz Rodriguez
David C. Rudloff
Michelle Bertram Russell
Christopher Beckett Saccardo
Titus S. Sansaricq
Alexander William Fox Savill
Stephanie Claire Scanlon
Kristen M. Schafer
Steven Guldager Scheffelaar Klots
Matthew Ian Schneider
Anthony Joseph Schwenker
Robert C. Scribner III
Jessica L. Seaman
David A. Shocket
Adam Elijah Siegel
Daniel Albert Smith
James Rashad Smith
Nicholas A. Socrat
Abigail Hope Solomon
Luke Austin Sorenson
Hayley C. Spillane
Isabella Donata Spiridigliozzi
Catherine F. Steckbeck
Edward J. Stygles

NATICK HIGH SCHOOL CLASS OF 2012

William Henry Sulser
Bradley Haydon Swartz
Marinna de Holanda Teixeira
Lauren Melissa Tempesta
Dima S. Thabit
Gabrielle Patricia Theriault
Zachary Thomas
Felicia Lynn Tiberi
John Thomas Tierney
Brian Joseph Tingley
Roseann Sarah Tortola
Kelsey Jayne Trabucco
Emily A. Tumang
Paul J. Venet
Stephen Tyler Venezia
Lily Katherine von der Lieth
Elizabeth Pearl Walker
Cassidy Tatum Walsh
Kasey Leigh Walther
Katelyn Elizabeth Ward
Sarah K. Ward
Kaitlyn Ashley Watson
Jared Chandler Wax
John Christopher Weigel Jr.
Hannah Elise Weinstock
Everett Curtis Wenzlaff
Curry Patrick Whalen
Sydney Jean Whalen
Jeffrey Michael Wheeler
Jennifer Michelle Whitman
Alina Hannah Willing
William James Wisheart IV
Charles McKnight Woessner
Carter Mason Worthington
Renny Yin Xu
Michael C. Yang
Cassandra Murphy Young
Joseph T. Young
Eleftheria Zeqo
Lincoln Matthew Zernicke

South Middlesex Regional Vocational School Committee (Joseph P. Keefe Regional Vocational Technical School)

This annual report is prepared by Superintendent /Director, James Lynch, and composed on behalf of the members of the School Committee of the **South Middlesex Regional Vocational Technical School District** and submitted after review and approval by the full Committee in compliance with the provisions of the Agreement among the towns of Ashland, Framingham, Holliston, Hopkinton and Natick.

As in recent past reports prepared and approved by the District Committee, this report discusses from the perspective of the Committee the principal items with which the Committee was concerned during the year. It is a representative account of matters solely within the policy making authority of the Committee and also of matters which the Superintendent/Director brought before the Committee for information and consultation. For greater detail and discussion the reader should read the extended minutes of Committee meetings and the attachments thereto which are available at the school office.

The Committee acknowledges with great appreciation the service of its Recording Secretary, Elaine O'Toole, whose careful recording of the minutes of the Committee Meetings makes possible the preparation of this annual report. The Committee also takes this opportunity to recognize and thank, Carol Lydon, administrative assistant to the Superintendent-Director for her many years of quality work preparing documents for Committee deliberations.

The Committee reorganized on June 6, 2012 with the following officers being elected unanimously to the following positions:

Chair: John Kahn (Framingham)
Vice-Chair: Yvonne Giargiari (Holliston)
Paid Secretary: Elaine O'Toole
Paid Treasurer: Jack Keating
Assistant Treasurer: John Evans (Framingham)

The balance of this report presents a summary of the discussion and actions of the Committee on a number of the important matters brought before the Committee for advice or action.

Community Engagement

Staff and students of the construction cluster career and technical programs of Carpentry, Electrical, Plumbing, Horticulture and Metal Fabrication and Welding participated in many community projects throughout the School District member towns. Examples of these activities include the following:

Carpentry –

Framingham – Install attic access pull down stairs @ Cushing Maintenance Building
House Project – 7 Walker Street, Hopkinton MA – Completed siding, install all finish trim, doors, cabinet installation, hardwood floors, trim out closets, and bath room finish materials.
Holliston Senior Center – Construct storage shed and install outside roof over doorway.
Construct stage for “Celebrate Holliston”.

Natick Pets in Need – Construct an 8' x 10' storage shed. The Landscaping Department prepared the landscape for seeding and plant installation.

Electrical

House Project – 7 Walker Street, Hopkinton, MA – wired all lights, switches, boiler, garage and finish Electrical

Butterworth Tennis Courts - Wired lights and installed lighting system

Boys and Girls Clubs - wired two offices.

Maintenance building - general wiring as needed

Bowditch – installed lights in the basement

Cushing - general electrical installations

Plumbing –

Bowditch Field – replace hot water heater

House Project – 7 Walker Street, Hopkinton, MA – plumbed all baseboards; installed boiler, sinks, lavatory, laundry, baths, shower, and refrigerator ice and water system.

Graphic Communication

Printing for 13 Framingham Schools

The Horticulture Department participated with the Framingham Department of Public Works in an Arbor Day celebration and planting activity on Keefe Technical School's property. In addition, the Keefe Community hosted the MetroWest Leadership Academy to a tour, a program presentation on Career and Technical Education and lunch. Keefe also hosted a welcoming breakfast in September for several new leaders in the community. Those leaders honored included new Framingham School Superintendent Dr. Stacey Scott, new Ashland School Superintendent Brooke Clenchy, new interim School Superintendent in Hopkinton Dr. Stephen Hiersche and new Framingham Town Manager Robert Halpin. Keefe hosted the annual Scholarship Breakfast of the MetroWest Chamber of Commerce. It should also be noted that all five District town high schools, swimming teams practice and compete at the Keefe Technical School pool. The pool is also used by the Framingham and Natick Park and Recreation Department.

Administration

Effective July 1, 2011, Jonathan Evans became the new Principal of Keefe Technical School. In 2012, Jonathan Evans started his second year as Principal. Jonathan replaced Patricia Canali who retired in June 2011. Jonathan was promoted from the position of Director of Student Services. Mr. Evans has been employed by the School District for 15 years, 8 years as an administrator.

In August of 2012, Superintendent Lynch made a decision regarding technology support at Keefe Technical School. Due to technology infrastructure issues, it was decided that engineering support was needed to evaluate and correct technology hardware, software as well as building wide technology procedures. Following that decision, the technology staff was reduced to support this contracted services engineering contribution. These technology improvements were accomplished within the parameters of the budget. The superintendent and his staff supervised all technology in 2012.

The Superintendent's Evaluation Sub-Committee considered the process by which the Committee and the Superintendent established goals for the administration against which the Superintendent's performance is evaluated periodically by the Committee. The Superintendent and the Committee will use the new Educator Evaluation instrument that is required by the DESE in 2012 for RTTT participating Districts. The on-going Sub-Committee members are John Kahn, William Gaine,

Mike Rossi, John Evans and Dr. Stephen Kane, Chair.

The School Committee adopted goals for the Superintendent's performance evaluation period from July 2012 through June 30, 2013. The goals adopted related to the following: Improvement of the District's administrative meeting organization, establishment of job descriptions for all employment positions, incorporate 21st century skills into curriculum, assessment and instruction, budget development and financial management, collective bargaining, recruiting and enrollment, supporting the school and district improvement plan, and capital budget planning.

The Committee completed its periodic evaluation of the Superintendent's accomplishments against established goals and desired personal qualities. The complete record of that evaluation is a public document that is available at the South Middlesex Regional School District Superintendent's office.

The Committee approved a new contract with the Superintendent extending his employment through June 30, 2015. The Superintendent received a 2% salary increase in 2012.

School Improvement Plans

The Committee adopted The School Improvement Plan for the 2012–2013 school year which embodies specific performance objectives as follows: (1) alignment with the Massachusetts Model for Comprehensive School Counseling through guidance curriculum delivery and in so doing addressing the Massachusetts Career Development Education benchmarks, 2) development of reengagement strategies for potential dropouts or at risk students, 3) work collaboratively to reduce behavior that interferes with student learning, 4) implement formative, summative and authentic assessments to guide instruction and 5) the implementation of the Common Core State Standards.

The Committee reviewed the progress toward the goals of the 2011-2012 School Improvement Plan. The report of Principal Evans noted tangible specific improvements in school safety, academic and CTE program growth, expanded participation in community initiatives and the continued improvements in the use of data.

Discipline

The Committee approved revisions to the Student Handbook that had previously been approved by the School Council. Major changes relate to: changes in the course credit system for English, mathematics, science, social studies and the exploratory component of all CTE programs; adoption of the Massachusetts High School Program of Studies (MASSCORE); elimination of the portfolio requirement and replacing it with a 4 year career plan that is facilitated through guidance; appointment of two administrators serving as Civil Rights Coordinators; and, the professional development provided for school bus drivers as mandated reports in compliance with State regulations and District policies. The School Committee formed a civil rights review committee with goals to review all District policies and administrative practices regarding student and staff civil rights. The members of that sub-committee included Ed Burman, Yvonne Giargiari, John Evans, and John Kahn.

Race to the Top Program

In 2009, the Superintendent met with the leaders of the Keefe Tech Education Association and the Chairman of the South Middlesex Regional Vocational Technical School District School Committee to form an alliance and apply for participation in the Race to the Top Grant Program that was offered in Massachusetts. The South Middlesex Regional Vocational Technical School

District qualified for this grant and will have access to approximately \$112,000.00 to be used over a four year period. This grant opportunity was designed to achieve five major objectives as follows: 1) improve educator effectiveness, 2) improve curriculum and instruction, 3) help to create school turnaround in identified low performing schools, 4) improve college and career readiness, and, 5) to provide educators with real time actionable data through improved data systems and infrastructure. The Superintendent expressed pride that all Keefe Regional Technical School labor (Teachers Association), management (Superintendent and Administration) and the employer (School Committee) will be working together to participate in this education improvement initiative. These funds and the anticipated DESE assistance will allow our school district to implement the stated improvements in a timely and effective manner. I anticipate that these changes will be required of all districts by September of 2013.

Post Graduate Program

The Keefe post-graduate program serves current or recent (1 to 2 year) high school graduates from member towns. Enrollees have met their academic requirements for graduation and participate only to the extent of available positions in their chosen vocational program.

The Budget Process

The Budget Sub-Committee members - Stephen Kane, Yvonne Giargiari, Ruth Knowles, James Cameau, Bill Gaine and Richard Lanoue under Chairman, Larry Cooper presented a preliminary FY14 budget representing a 6.78% increase (approximately \$890,000) over the prior year's actual budget. The final FY13 budget reflected a 3.5% increase.

The Superintendent continued his practice of meeting informally early in the budget process with the financial officers of the member towns to develop mutual awareness of both municipal budget constraints and the efforts of the Committee to manage the school efficiently and effectively while recognizing those limitations. The Committee continued to consider reductions in the preliminary budget and the budget as submitted to the member towns for FY13 was approved by all (\$15,506,373).

Auditor's Report

The annual audit by the independent accounting firm of McCarthy & Hargrave disclosed no inaccuracies in the financial statements. The audit report also noted that the energy project had met its stipulated guarantee benchmarks.

Business Office

The business office staff of the South Middlesex Regional Vocational Technical School District have designed and implemented many improvements over the past two years. Human resource management, employee benefits programs, procurement practices, contract proposals, grant fund accounting, grant management, student cafeteria management, student nutrition, budget preparation and management, continuing education registration and inventory control are all components of the business office operations that have undergone significant changes and efficiencies. Following a business office staff member retirement, the Superintendent and Business Manager took the opportunity to establish a new, much needed position of Accounting Specialist. This position answers directly to the Business Manager, requires municipal accounting skills and experience and is considered a specialized employee who processes confidential information. The business office has been reorganized as a result of this new position and the structure has improved performance and efficiency.

State Aid

The Governor and Legislature again proposed reductions in state aid to transportation (approximately 50% of needed revenue). These funds provide access to regional schools where transportation networks extend across community lines. Moreover, cuts made after member communities have approved balanced regional school budgets based upon reliable forecasts may require significant reductions in educational programs. The Superintendent and the Committee Chair, with the support of the Committee, addressed their concerns to the Governor and State legislators and to the Massachusetts Association of School Committees. The Chapter 70 State funding for the South Middlesex Regional District has seen slight improvements and is in proportion to the increases state wide.

Siemens' Energy Conservation Project

Performance Year 4: June 2011 to May 2012 Siemens Industry (Siemens) is pleased to provide the South Middlesex Regional Vocational Technical School District (Keefe Tech) energy savings guarantee report. This report details the guarantee period savings by means of comparing the guaranteed energy savings versus the realized energy savings. Your Energy Performance Contract with Siemens guaranteed **\$560,009** in annual savings. Total realized annual savings for this annual period amounted to **\$578,844** and consisted of **\$243,800** in Measured and Verified Savings, **\$335,004** in Stipulated Savings, and **\$101,471** in Operational Savings. Total verified savings are **\$18,835** in excess of the guaranteed savings for this performance period.

Personnel Administration

The Committee continued to wrestle with the issue of maintaining an appropriate health insurance program in the face of rising costs. The Employee Health Insurance Advisory Committee (IAC) met and, at the urging of the Superintendent and Business Manager, recommended that the District employees open up existing collective bargaining agreements for "impact bargaining" on existing language that limited marketplace competition for health insurance carriers. The three employee unions and the District representatives met and agreed on new language that allowed for competition. The language was ratified and as a result of the subsequent competition, health insurance premiums were reduced by 3% from 2011 rates and 18% from the original estimates received prior to competition. The health insurance carriers changed from Blue Cross to Harvard Pilgrim Health Care. The dental carrier changed from Blue Cross to Guardian Dental.

Enrollment, Recruiting and Student Retention

The Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our financial support and overall operational success. Our enrollment has improved in the last two years and we are expecting further improvements this year. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will dictate our success in attracting students and their families to Keefe Technical School. The Superintendent has emphasized that the administration, faculty and support staff must work together to ensure that Keefe is recognized by our community as a career and technical school of high quality. We have improved and will continue to improve our marketing techniques, our communication with our school district sending town middle and high schools, and with our connection to prospective students and their families. The enrollment on October 1 of 2012 was 713 students reflecting an increase of 35 students from the previous year. The student enrollment is over 700 students for the first time in eight years.

It is the Superintendent's plan to expand our career and technical program offerings from a present

level of 14 to our original level of 17 over the next three to five years. This proposed expansion will take careful planning and collaboration with our District School Committee. As a result of our reorganization of the delivery of education programs that occurred in the 2010-11 school year, our facility is positioned to absorb the planned growth. It is the Superintendent's intent that our new CTE offerings satisfy the work force needs of the greater MetroWest area. The staff is in the first year of installing the District's 15th program in "Programming and Web Development".

Buildings and Grounds

The Keefe Regional Technical School opened its doors in September of 1973. As we begin our 39th year of operation, the Superintendent reported that our facility is doing well. Thanks to a comprehensive energy upgrade that was completed in 2008, our facility is poised to move forward without the necessity for major structural improvements. Our maintenance and custodial staffs continue to take ownership for the quality of our building and grounds. We recently completed contractor improvements to our 100 foot smoke stack that will improve the structural integrity of the smoke stack and the functioning efficiency of our boilers. We anticipate that future projects for our District facility will involve a new roof membrane, parking lot improvements, sealing our concrete building envelope, and athletic locker room renovations. The superintendent also anticipates investigating in the installation of photo voltaic solar panels on our roof after the installation of a new roof membrane is completed. To begin the process of capital improvements, the Committee authorized the Superintendent to file a Statement of Interest with the Massachusetts School Building Authority (MSBA). The Statement of Interest filed with MSBA was not accepted in 2012. MSBA officials have encouraged the Superintendent to file a new application in 2013 for a "roof only" project.

Student Achievement

The District received from the DESE its annual accountability report detailing Keefe's 2012 Accountability Data. Based upon the following accountability data: proficiency gap narrowing, student growth, four and five year cohort graduation rates, dropout rate, and the level of student participation in the MCAS testing, Keefe students achieved an overall accountability score of 75 – on target overall. All parents or guardians of Keefe students received the Keefe Report Card notifying them of this accomplishment. In summary, from 2009 to 2012 in ELA the number of students scoring at proficient or above increased by 6% while the number of students failing decreased by 5%. For math the number at proficient or higher increased by 2% while the number failing decreased by 6%. This fall, Keefe Tech was informed that according to the 5 level scaling systems created by the DESE under the accountability and assistance levels Keefe has been categorized as a level 3 school. Schools with an accountability status of level 3 will analyze disaggregated data for all student groups to ensure interventions and supports are appropriately aligned to address needs; review the performance of students with disabilities and consider improvement or capacity building activities, as appropriate.

In March, J.P. Keefe hosted the Massachusetts SkillsUSA with 640 student participants. Keefe Regional Technical School received eight Gold medals, six Silver medals, and six Bronze medals. In addition, one Keefe Regional Technical School SkillsUSA State Officer Candidate was nominated. Of the eight district gold medalists, three individuals achieved a gold medal at the state competition and they subsequently moved on to compete at the national SkillsUSA competition held in Kansas City in June. In Kansas City, Keefe was successful in the national competition by attaining one Bronze medal in Welding Sculpture by a student in our Metal Fabrication and Welding Program; a fourth place finish in First Aid and CPR by a student in our Health Program; and a sixth place finish in

residential wiring by a student in our Electrical Program.

For the fourth year in a row, the Keefe Tech Drama Club produced a play for the school and the community. The 2012 performance was the comedy *Circus Olympus* by Lindsay Price. Rehearsals started in November and ran through March. Students rehearsed Mondays, Tuesdays and Thursdays from 2:30 to 5:00 PM, finishing with a final full week of rehearsals. Twenty-seven students in grades 9-12, including cast members, backstage/lighting crew, and makeup artists, performed at an all school assembly on Friday, February 17 followed by an evening performance for the community that same night. Both performances were well attended--a full house for the student assembly and over 120 audience members for the evening performance.

General Advisory Board

The General Advisory Board consists of the Chair of each Vocational Advisory Board. The General Board summarizes and brings to the attention of the administration and the School Committee observations and recommendations of the advisory boards. The points noted for the current year include: the need to continually align the curriculum with changes in technology; outreach to bring Keefe's program to potential students; increasing opportunities for students and employers in the co-op program; successful pursuit of grant funding for state of the art vocational equipment; and maintaining the license status of student professional programs that advance Keefe students' vocational entry opportunities.

Respectfully submitted,

James M. Lynch
Superintendent-Director

SOUTH MIDDLESEX REGIONAL VOCATIONAL SCHOOL COMMITTEE

ASHLAND

Edward Burman
William N. Gaine, Jr.

HOPKINTON

Ruth Knowles
Frank D'Urso

FRAMINGHAM

Nelson Goldin
Michael Rossi
John Kahn - Chairman
Linda Fobes
James Comeau
A.J. Mulvey
John Evans
Larry Cooper

HOLLISTON

Dick Lanoue
Yvonne Giargiari

NATICK

Tassos Filledes
Dr. Stephen Kane

Morse Institute Library

www.morseinstitute.org

The Morse Institute Library is dedicated to making a difference in the life of our community and to offer services that are free of charge and available to everyone of every age, ability, and background in Natick. We strive to be the “town’s living room” and the “third place” where Natick residents feel welcomed and safe.

The Library continues to see an increase of Natick residents seeking study space, computer training classes, ESOL (English as a second language training), career assistance, and good books to read.

Highlights from 2012 include:

More Young Adult programming, especially on early release days.

Technology Upgrades – in 2012, the library began updating and replacing public use computers throughout the building, and in the Computer Lab.

The Library continues to serve as a Foundation Center Cooperating Collection. The Morse Institute Library provides resources for individuals interested in learning how to apply for and write grants, and remains the only Cooperating Collection located between Boston and Worcester.

In 2012, the Morse Institute and the Natick Historical Society continued our work together to find a solution for displaying the Society’s items in the library. An archival quality display case was purchased by the Library for use by the Historical Society as a venue for displaying their unique items.

Food for Fines – the library again collected “food for fines” for the Natick Service Council during the month of August. Natick residents donated 2,562 pounds of food and personal care items.

Art exhibits from area artists and students were displayed throughout the library.

Grants the library received in 2012

Nellie Mae Education Foundation - \$1,300

Veterans Oral History Project grant --\$30,000

Natick Lions Club -- \$300

Natick Kiwanis Club -- \$100

Natick Garden Club -- \$100

In 2012, the Reference Department provided assistance to patrons on the use of eBooks and downloading electronic titles, as well as help with other electronic reference resources.

Library Website – in 2012, the library had 141,309 visitors to our website.

18,348 people used their mobile or handheld devices to access the library and its resources, an increase of 106% over 2011.

Programs – the library continues to offer a wide variety of programs for children, teens, adults, and senior citizens:

“Creative Connections” series for older adults

Summer Reading Programs

Young Adult programs
Music programs
Two monthly book groups
Art displays and community exhibits
Annual poetry slam
Guest authors
Computer basics workshops

At the end of 2012, the Library had 574 “Friends” on Facebook.

Library Card Sign-Up events were held at the Senior Center in April, and on the Natick Common as part of the Farmers Market in September.

- Natick’s Bookmobile serves many populations in a variety of ways:
 - Two visits per month to the US Army Garrison – Natick Labs to provide library services to civilians and soldiers on post.
 - Weekly visits to older adults and seniors at assisted living, senior housing and nursing homes.
 - Participation in community events: Family Night, July 4th Parade, Natick Days, DPW Open House and Truck Day, and National Bookmobile Day.
 - From spring to fall, visits to a variety of neighborhoods in the evening.
 - Home visits/delivery to individuals unable to come to the library in person.
 - Provides assistive technology (video-magnifiers, players, and more) to those who need it.

Signing up children for the Summer Reading Program during June and July at regular neighborhood stops.

- The Natick Veterans Oral History Project continues to collect and preserve the recollections of men and women who served in wartime.
 - In 2012, twenty interviews were added to the collection.
 - 90 interviews were added to the website at www.natickvets.org
 - Added the capability to load documents in PDF format onto the website. These documents include citations, letters, and other firsthand information.
 - Participated in the town’s 71st observance of Pearl Harbor Day on Dec. 7.
 - Produced and published a Moving Wall commemorative booklet, a fundraiser for Natick Veterans Services; proceeds help the office aid veterans in need.
 - Co-sponsored, along with Natick Public Schools and the Morse Institute Library, the 10th annual Veterans Breakfast at Kennedy Middle School.

We heartily thank the Friends of the Morse Institute Library for their ongoing and generous support. Its members provide funding for “speed reads,” programs for young and old, assistive technology, museum passes, bookmobile enhancements, and so much more. Assistance from the Friends allows the Morse Institute to provide many programs and services which would otherwise not be available.

Many thanks go to our dedicated volunteers who give so much of their time and energy to make the library the special place that it is!

We continue to work cooperatively with the Bacon Free Library, providing Minuteman Library Network access and other expertise as needed.

On behalf of the Trustees and staff, I wish to thank all of the individuals and groups that donated their time, talent, enthusiasm, and funding to the library in 2012.

Respectfully submitted for the Trustees

Kathleen Donovan

Elliot Goodman

Joseph Keefe

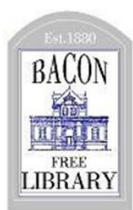
Gerald Mazor

by

Linda B. Stetson,

Library Director

Bacon Free Library



The refreshing, positive and appreciative tone of discussion between Bacon Free Library, Town Finance Committee and Town administration got much stronger in 2012. Town departments had *not* recovered from recessionary cutbacks of the last several years. There was a considerable deficit to address. Yet Town leaders still wanted to aid Bacon's double dilemma: having "hopscotch hours" of operation and a halved book budget. Leaders recognized that this double whammy hamstrung Bacon's small staff and also limited Natick taxpayers both to access and to new materials.

Bacon Free Library Chair Steve Wilson's persuasive Power Point presentation to the Finance Committee demonstrated that, three years in, Trustees were keeping to the ten year plan they'd agreed upon with Town leaders. Called "50 in 10", its aim is to grow the library's endowment enough from 2010 to 2020 to allow it to support 50% of "The Bacon's" non salary costs annually. If Trust Funds were at the same time called upon to fill in behind Town budget cuts, then that larger plan would have to be abandoned. In mid 2012 Administrator Martha White's mind was on the big picture --solving the Town's daunting budget deficit and aiding all departments equally but modestly post-recession. But by the end of the Finance Committee process with the Bacon even Ms. White had modified her view: the halved book budget could NOT be remedied right away; but something had to be done about "the hopscotch hours". The all part time staff of three at Bacon --new Director John Brisbin, Assistant Director Holley Meyer and Library Assistant Fran Denault-- needed help. Moreover, the taxpayers needed all day access to their beloved library in South Natick.

I am happy to say that, as of July 1, 2012, the "hopscotch" was ended and thirty percent more hours of operation were added. Taxpayers got all day long access to the library Tuesday through Friday with evening access on Tuesday as well. Monday and Saturday hours remained the same, a half day each. Go to www.baconfreelibrary.net for current hours of operation. Library school student Casey Stirling and tech savvy Jeramy Powell were added to the team. Jeramy got a much better fulltime offer a few months later and was succeeded by equally tech savvy John Walsh. Retired librarian Charlanne Maynard also came onboard.

Once more I salute the incredible energies and generous hospitality of the Friends of Bacon Free Library, headed by Mary Ann McLean. Friends support made possible our 2012 shelving enhancements, excellent programming (including kids "Dream Big" summer reading program) and materials purchases like the McNaughton collection. Their popular South Natick Country Garden Tour was run for the sixth time and took place on June 10, 2012. It was an extraordinary success.

This was due to more than nine months of planning and solid cooperation at all levels. The event also enjoyed perfect weather.

Similarly, Bacon Free Library's Comedy Night at the The Center For the Arts in Natick, (TCAN) was held on Thursday November 1st at 7 pm. It was presented by The Trustees of Bacon Free Library and Laugh Riot Productions. Comedian Joe Yannetty from HBO, Showtime, Comedy Central and Las Vegas revues starred, as did Jim Colliton from Comedy Central, Las Vegas and Atlantic City revues, and Comcast Comedy. Hearty appetizers, cash bar, and live auction were all lively. Proceeds supported the library's book budget and other library purposes. Special thanks to dynamic volunteer Joyce Schell on this whole effort, Makin' The Bacon stronger indeed!

As many of us anticipated, Bacon Free Library's year over year circulation declined by 4,874 in FY12 . That's 24,953 in FY12 vs. 29,827 in FY11. There are three reasons for this decline.

- 1) In the first half of FY12 –that's July 1, 2011 to December 31, 2011-- we experienced the loss of a director Diane Wallace (who accepted a position elsewhere) and extended sick leave by a staff member. These extraordinary situations —before new director John Brisbin arrived— really took their toll. There were ten Saturday closings, for example.
- 2) Secondly, FY12 was yet another "half book budget" year. In FY10 the Book Budget or Printed Materials line was \$12,000 but in FY11, FY12 and now in FY13 it's been just \$6,000. Natick taxpayers have slim pickings for the third year in a row.
- 3) A good number of our best readers are elderly; and a good number of them left us in 2012. E-books have become popular in many areas.

Happily, in the second half of FY12, beginning January 1, 2012, new director John Brisbin began work. No extended sick leave by staff occurred. Halfway through the calendar year, the beginning of FY2013, though there was still a parsed book budget, more staff members were added as outlined above (though we still have just two fulltime equivalents overall) covering the widened library hours across six days a week.

On the good side statistically, we had more adult and children's program attendance in FY12 vs. FY 11 (Adult 250 vs. 176; children 3667 vs. 3009) and more children's programs overall too (158 vs. 151).

Also in 2012 we launched a new website boasting numerous daily changes. This was funded by a Mathworks grant. We turned up the volume on our Facebook presence and presented exciting programs both for young families including...

- Bacon Free Library's "Maple Syrup Days with Jean Claude Bourrut Lacouture from Natick Community Organic Farm and kids tapping the maple trees outside of Bacon Free Library on February 22 and 24. This was followed by regular 10 am story hour with Children's Librarian Holley Meyer featuring pancake stories and then the serving of microwave pancakes with real maple syrup.
- A July 26 visit from Gail Hill of Plimoth Plantation's Educational Outreach team, a special event of Bacon Free Library's "Dream Big - Read" summer program. Gail gave an outdoor class on making clay pots in the Native American Wampanoag style.
- Storyteller Extraordinaire Diane Edgecomb's "Once Upon a Halloween" visit to Bacon Free Library on Friday October 26, 2012 which included "chillin' tales for the spookiest time of the

year” and a chance for kids to stir her “steaming” cauldron. Gail was decked out in full witch regalia. Kids came in costume too.

And adults. Adult programs included...

- A Thursday, April 19 talk by Wellesley College Assistant Professor of Environmental Studies Jay Turner who helped us commemorate the 50th anniversary of the publishing of **Silent Spring**, Rachel Carson's acclaimed “birth of the environmental movement” book, published in 1962. It documented the poisonous effects of DDT pesticide on bird life and led to the banning of DDT in the United States. Professor Turner published **The Promise of Wilderness: American Environmental Politics since 1964** in May of 2012.
- “Our Native Heritage and the John Eliot Bible” a program which was co-sponsored by The Natick Historical Society Museum and included a talk by Plimoth Plantation Associate Director Darius Coombs. It was held on Tuesday, November 27. Coombs is an expert on regional Native American history of the 1600s and 1700s and is a direct descendant of Joel Iocoomes who assisted Natick founding father John Eliot and others in translating the Bible into Algonquin / Wampanoag language in the 1660s. The Museum’s 1685 copy of that Bible was on display that evening.

At the heart of all this concentrated effort and activity is the 1881 architectural gem with the creaky wooden floors, the spiral staircase, the downstairs Natick Historical Society Museum and the tiny bathroom under the stairs in which Bacon Free Library has always lived. It’s the widening appreciation of Bacon’s spectacularly beautiful grounds near the cascading waterfalls of the narrowing Charles River – the area where Natick founder John Eliot taught the Praying Indians back in the 1660s. Ultimately Bacon Free Library is a key reason why the junction of Route 16 and Union St has become the hub of activity in South Natick, the destination, indeed the number one picnic destination in the area -- a busy coffee shop and longtime family run sub shop rare right across the street.

Together the Morse Institute at Natick Center and Bacon Free Library in South Natick provide superior library services to all the citizens of Natick. Our economies of cooperation have recently included

- Sharing Minuteman Network costs
- Partnering on the popular Natick Reads program
- Partnering on Adult Literacy and Adult Basic Skills initiatives.

My personal joy in serving as Bacon Free Library Director is in that in a given day I might see a voracious older reader come in for more books for herself – and more books for her 98 year old mother who’s an even more voracious reader and whom the daughter has nicknamed, “Her Ladyship”. On a given day I might see a teen getting books and CDs on learning the Finnish language as she prepares for a foreign exchange student trip to Finland. I might see an entire girl scout troop come in and make Origami cranes to help us promote world peace. I might see multiple school classes roll through to learn about Native American tribes. I might see a lot of teething and diapering going on and parts of the library’s rubber ducky collection go flying around the room. But I think what I like most --and this can happen as teething and diapering are occurring, as rubber duckies zoom by-- is that magical moment when the three or four year old begins to listen and becomes spellbound by the story being read aloud. It’s when he or she asks a question about the

story afterward. It's when borrowing books becomes something personal to him or her, a treasured moment and journey. It's when mother and child read together in the morning sun on the window seat of small, cozy Bacon Free Library. It's certainly when the young boy or girl reads confidently and excitedly on his or her own.

Sincere thanks to all of our patrons and to all levels of Town and library leadership. Special thanks to Sarah Griffin Bigelow, wife of Oliver Bacon. She established the first library society in South Natick, The Ladies Social Circle, which commenced on May 6, 1841. Sarah Griffin Bigelow Bacon served as its librarian until her death in January of 1870. Oliver Bacon made a provision in his will for five Trustees to erect a building in Sarah's name to accommodate the free library and historical museum. This is the building which we are now privileged to enliven every day with library and museum activity. To those who aren't yet patrons, come and visit us. Look for us on Facebook and at www.baconfreelibrary.net.

Respectfully submitted,

John Brisbin
Director
Bacon Free Library

Public Safety

Fire Department

I am pleased to report the activities of the Natick Fire Department for the year 2012.

This year was marked significantly by the retirement of Deputy Fire Chief Mike Slattery, Captain Bob Lamont and Firefighter Tom Linton. Their devotion to the Fire Department and their many years of valued experience will be missed.

This year we welcomed Firefighter/Paramedic Josh Donovan, Firefighter/Paramedic Dan Lamme, Firefighter/Paramedic Wojciech Latawiec, Firefighter/Paramedic Eric Cantor, Firefighter/Paramedic Mike Salvucci, Firefighter Paramedic/Robert Stevenson and Firefighter/ Paramedic Doug Bouvier to the Ranks of the NFD. Captain Eugene Rothman of the Training Division should be recognized for providing each of these new Firefighters with introductory training in addition to his already busy routine.

Ms. Dianne Arsenault has also joined the NFD Team as the Administrative Assistant to the Fire Chief. Dianne comes from a Fire Department family and fits very well into the fabric of the department. Dianne also comes to the department with extensive experience in payroll administration and has the knowledge, skills and abilities to assist the Chief in leading the NFD into the future.

Deputy Chief Dan Dow and Captain Eugene Rothman worked in cooperation with the Fire Chief and the Natick Police Department to implement Emergency Medical Dispatch. This certification enables Natick Public Safety Dispatchers to provide pre-arrival instruction to citizens who call 911 in the event of a medical emergency.

The Natick Fire Department received a grant from the Metro West Health Care Foundation to support having the NFD CPR/AED Training Team teach Natick High School students in CPR, Cardiac Defibrillation and Basic First Aid. The implementation of this program required a collaborative effort between the NFD and the School Department. Lieutenant Ron Downing deserves special thanks for facilitating this program. This ranks amongst the proudest accomplishments of the NFD.

I am again grateful that Natick chooses to maintain a well trained well equipped Fire Department and I offer my sincerest thanks to the citizens of Natick for their continued support.

Fire Prevention

Captain Rocco Franciose

The Fire Prevention Bureau continues to monitor all new construction and renovation projects. Quarterly inspections are performed as required by Mass General Laws.

Fire Inspector Tanya Quigley-Boylan developed a Smoke detector and Carbon Monoxide detector program which provided advice and detectors for seniors. She, on behalf of the Department, applied and received a Student Awareness and Fire Safety Education (S.A.F.E.) grant. Again, this grant will be used to plan and conduct community fire and life safety programs.

Many projects, both residential and commercial were being planned, constructed or completed this year. These include the Chrysler Road Apartments, South Natick Hills, Mathworks, Natick High School, the Natick Community Center, Fedex Distribution Center, National Guard Readiness Center, Bernardi Audi and many other smaller projects.

Mr. Maurice Pillette continues to assist the Department with plan reviews. His advice and guidance is a major asset to this department.

Permits Issued

Open Burning	247
UST Removal	3
Sprinkler Installation	68
Flammable Storage	7
Fire Alarm Installation	57
Tank Truck	30
Fixed Fire Suppression	10
Propane Storage	30
Black Powder	3
Cutting & Welding	14
Blasting	3
Oil Burner	93
Certificate of Occupancy	135
Smoke Detectors Cert.	602
Total	1302

Training Division

Captain Eugene Rothman, BS, NREMT-P

We started 2012 with a new weekly training schedule promulgated by Chief Sheridan. This program has the advantage of giving the company officers guidance on the drills that they present every day.

A number of new initiatives were presented to the department including elevator emergencies, lock-out/tag-out procedures, paramedic/basic interface, and a Basic Life Support Sim-Lab. We adopted a new firefighter accountability system that was proposed by Fire District 14, began Emergency Medical Dispatch (EMD), and saw the opening of the new Natick High School and conducted numerous inspections and familiarization trainings. As a way of enhancing our familiarity with fire alarm systems, the Simplex/Grinnell Corporation generously donated and installed a working fire alarm panel on the back wall of the Station 1 Classroom for demonstration and training purposes.

Communications Division

Gordon VanTassel

In 2012 two new master boxes were added to our fire alarm system. We now have 220 master boxes which generate over \$60,000 per year from annual monitoring fees. During the year, normal maintenance and testing were performed on the fire alarm system. The double utility poles in town are an ongoing issue that I continue to work on. There are a minimum number of poles that are waiting for our cables to be transferred.

We are still in the process of changing over to our UHF radio system. We have added additional receivers and a town wide fire ground channel to our UHF system. To enhance the radio operations

from within buildings we require a BDA (Bi Directional Antenna) in all of our new larger buildings. All of our radios were reprogrammed in December to comply with FCC mandate for narrow banding by the beginning of this year. I would also like to thank Dom Mallozzi, who acts as our “radio consultant”. He puts in many unpaid hours for the Town of Natick and freely offers his advice and help on many issues.

The Town of Natick has taken control of the state portion of Rte 135 this year and with that the maintenance of three more intersections, West Central & Speen, Mill Street and Kendal Crossing. We now have twenty intersections and eleven crosswalk signals that have to be maintained. The traffic signals at South Natick Square were upgraded this year to allow a left turn going north on Pleasant Street. This has helped ease the traffic backup on Pleasant St and made this intersection safer.

Ambulance Fees

January	127,365.55	July	88,020.39
February	106,559.64	August	151,315.41
March	119,054.86	September	93,900.51
April	151,315.41	October	118,901.93
May	118,901.93	November	125,177.85
June	141,791.52	December	119,592.85

Year Total

2010	2011	2012
1,028,659.30	1,421,225.19	1,453,895.75

Service Fees

January	3,255.00	July	4,726.00
February	4,000.00	August	6,225.00
March	4,645.00	September	3,355.00
April	5,770.00	October	48,138.98
May	3,010.00	November	12,360.00
June	5,160.00	December	13,535.00

3 Year Total

2010	2011	2012
117,028.00	124,350.00	114,179.98

Record of Fire Calls

Incident Type Category	2010	2011	2012
Fire/Explosion	139	96	94
Overpressure Rupture	5	7	3
Rescue Call	2754	2810	2819
Hazardous Condition	340	565	336
Service Call	609	484	412
Good intent Call	214	235	243
False Call	560	659	662
Severe Weather/ Natural Disaster	16	28	34
Special Type/Complaint	22	29	11
Undetermined	0	10	0

Total	4659	4923	4614
Mutual Aid Rendered (Fire-Amb.)	109	121	111
Mutual Aid Received (Fire-Amb.)	79	93	51

Respectfully submitted,

James A.Sheridan
Chief of Department

Police Department

During the calendar year 2012 the Natick Police Department continued the process of evaluating the needs of the organization as well as evaluating the priorities of the community as it relates to their police department. Although this evaluation is ongoing it was clear that several priorities could not wait and needed to be acted upon by the organization.

The Natick Police Department has established several goals that have become the focus for 2012-2013. They are:

- Increasing Traffic Safety and Enforcement throughout the Community.
- Developing a comprehensive Strategic Plan for the organization.
- Initiating the process of attaining Massachusetts Police Accreditation.
- Increasing the training and planning as it relates to Emergency Management for the Town of Natick with an emphasis on utilizing volunteer experts.

During this period of transition, review and analysis of the future needs of the organization, the department continues to perform at a very high level delivering the quality services the Town of Natick deserves. The following are events, activities and noteworthy facts to report.

Personnel

After more than 17 years of service, Dispatcher Alan Glickman retired in January.

After more than 11 years of service, Dispatcher Debra Barnes retired in January.

Dispatcher Troy Gunter was appointed in March 2012.

Dispatcher Charles Goodwin was appointed in March 2012.

Officer Ryan Killeen was appointed in September 2012.

Officer Sergey Melnick was appointed in September 2012.

Department Organization

The chart below depicts the organizational structure of the Natick Police Department as of July 1, 2012:



Emergency Preparedness

During 2012 an emphasis was placed on preparedness and practice as a result of two storm events in 2011. The Local Emergency Planning Committee was reorganized and refocused on internal training for all members of the committee as well as the Emergency Operation Team. In addition, the recognition that during any major event the need to rely on skilled volunteer members of the town was recognized. As a result, efforts have been made to include these volunteers in the planning, training and all emergency operation efforts of the town. The motto of being prepared through practice will carry all efforts as we move forward.

Court Activity

During 2012, 1,182 complaints were forwarded to the Court for prosecution. In addition to these complaints, Records Room staff processed 1,631 offense reports, 833 motor vehicle crash reports, and 3,114 citations.

The following illustrates traffic enforcement and crash data for 2012 as compared to 2010 and 2011 data:

Violation Breakdown	2010	2011	2012
Civil Motor Vehicle Infractions	1,321	1090	1450
Written Warnings	1335	1382	1206

Arrests	287	332	410
Criminal Complaints	538	697	774
OUI	85	73	79
Crash Particulars			
Total Crashes	879	876	824
Fatal Injury	4	2	2
Non-Fatal Injury (incapacitating)	12	15	18
Non-Fatal Injury (non-incapacitating)	88	49	56
Possible Injury	91	74	83

Officer of the Year

For his consistent excellence in police duty throughout the year, Sergeant Paul W. Thompson was named Officer of the Year for 2012.

A member of the Natick Police Department for more than 37 years, Sergeant Thompson has served as the Day Shift Commanding Officer as well as the Area A Commander and Liaison to the Natick Mall. In addition to his regular duties as a Shift Supervisor, he also assists in training newly promoted sergeants, coordinates and oversees the department honor guard and never misses an event. Sergeant Thompson takes tremendous pride in the Town of Natick and the Natick Police Department. Everyone he contacts residents and co-workers he treats with respect and as a result garners their respect. Sergeant Thompson's outstanding dedication to duty and his willingness to participate in public service community projects reflects the highest credit upon himself and the Natick Police Department.

Animal Control

Animal Control enforces state regulations and town bylaws applicable to wild and domestic animals and administers to the sick and injured animals within the town's borders. The following is a list of Animal Control activity during 2012:

Domestic		Wildlife	
Unrestrained Dog Complaints	60	Sick /Injured Raccoons	26
Barking Dog Complaints	53	Sick/Injured Skunks	10
Dogs Struck By Motor Vehicles	10	Sick/Injured Possums	1
Stray Dogs Reported	118	Sick/Injured Woodchucks	5
Dog Bites Reported	27	Sick/Injured Squirrels	0
Lost Dogs Reported	60	Coyote/Fox Sightings	18
Lost Cats Reported	35	Sick/Injured Fox	29

Stray Cats Reported	32	Sick/Injured Birds Of Prey & Waterfowl	10
Cats Struck By Motor Vehicles	19	Sick/Injured Rabbits	4
Cat Bites Reported	0	Sick/Injured Bats	1
Lost Exotic Birds	4	Deer Struck By Motor Vehicles	11
Lost Ferrets	1	Deceased Animals (Roadways)	60

Informational Statistics

Animal Cruelty Cases Investigated	25
Wild Animals Removed From Dwellings	22
Citations Issued	11
Written Warnings Issued	31
Mutual Aid To Other Communities	9
Assistance Calls For Service	106
Informational Calls	85
Livestock Complaints	0
Farms/Barns Inspected	26

Respectfully submitted,

Chief of Police James Hicks

Public Works

MISSION STATEMENT

The mission of the Natick Department of Public Works is to maintain and improve in a cost-efficient manner the infrastructure, equipment, and recreational facilities of the Town. The Department will be ready and available to provide immediate and professional response to emergency situations.

The Department will provide safe and adequate drinking water and fire protection by maintaining and improving with available resources the water treatment plant, wells and water mains throughout town. The Department will also provide dependable and reliable trash collection and recycling services to the residents of the Town.

The Department will assist, support and cooperate with other Town departments, boards and commissions as well as other municipalities, State and Federal agencies in all relevant activities that promote and benefit the Town and the quality of life for the citizens of the Town.

The following is a summary of the activities of the various divisions of the Department of Public Works during 2012:

Building Maintenance Division

This division became a consolidated separate town department on July 1, 2012.

Engineering Division

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street layout plans, site development plans, utility as-built plans and other various record plans. Updating of these plans as well as other maps such as the Assessor's maps, various zoning maps and street maps is an important duty of the Engineering Division. This updating process includes maintaining accurate as-built records for the Town's water distribution system, sewer system, storm drainage systems and individual utility service information for all buildings.

The Engineering Division, as part of the site development approval process, provides technical assistance to the Zoning Board of Appeals, Conservation Commission, and the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans and supporting documentation to assure compliance with all Town standards and requirements. After a plan is approved, the Engineering Division is responsible for calculating and maintaining various construction performance bonds, and is responsible for all related site utility and roadway construction inspection.

In addition to the above, the Engineering Division completed the following during 2012:

- Issued 233 Street Opening Permits and provided the necessary inspections.
- Provided follow up inspections on 45 Occupancy Certificates.
- Issued 77 water connection permits and provided the necessary inspections.

- Issued 83 sewer connection permits and provided the necessary inspections.
- Issued 200 Trench Permits
- Provided 263 field utility mark-outs for ongoing Town wide construction activity.
- Reviewed 201 Applications as part of Building Permit Application process.
- Submitted the required Emergency Action Plan for the Charles River Dam to DCR's Office of Dam Safety.
- Provided Town Project Coordination for the Mass DOT Marion Street Bridge replacement contract.
- Negotiated and worked with private property owners on grants of easements to the Town. Presented easements to the Board of Selectmen for approval and acceptance. Recorded all approved easement plans and documents at the Middlesex Registry of Deeds.
- Presented Karen Lane and Katie Path for acceptance by Town Meeting. Recorded the Street Acceptance Plans and Documents at the Middlesex Registry of Deeds.
- Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. Completed Permit Year goals, and filed yearly EPA status report. Continue with the design and implementation planning for the new five year permit to be administered by the EPA beginning in 2013.
- Provided Town project coordination for the Massachusetts Highway Department's North Main Street Reconstruction project, Route 9/27 & Route 9/Oak Street Intersection Improvements, and for the FedEx and Mathworks Access Permits.
- Provided Project coordination for the Town wide sidewalk condition survey.
- Managed the yearly Chapter 90 - Roadway Improvement at Various Locations Contract.
- Completed the construction of the Oak Street Roadway and Drainage Improvements Contract.
- Started work on completing all unfinished work on two approved subdivisions. The Planning Board performance bond was pulled by the Town due to the developer's inability to complete the required work.

Equipment Maintenance Division

The Equipment Maintenance Division is responsible for the purchase and the maintenance of all the town vehicles and equipment. This includes police units, administrative cars, fire apparatus, lawn/field equipment, dump trucks, sanders, plows, pumps, rubbish packers, school department vehicles, emergency generators, farm equipment, recreation buses, and the towns fuel depot.

The past year we ordered new/replaced older police vehicles, one new school truck, one new sanitation rack truck, two new portable generators for the water/sewer division, and two new light towers for the police and public works. Ford Motors is no longer producing the Crown Victoria. We will be received the remaining cars ordered. We are reviewing options for future replacement vehicles and analyzing the new Police Interceptor SUV model.

We began using an internet auction for disposing of the towns used/ surplus equipment and it has resulted in a higher return of funds for the town.

Water Division

The Water Division pumped and distributed 1,131 million gallons of potable water during 2012. The Water Division changed 151 water services. The Water Division repaired 32 water service leaks, and four water main leaks. The Division also replaced 12 fire hydrants with new hydrants. Water Division personnel maintain 13,141 radio water meters. The division completed 2,124 tests of backflow devices.

In 2012, The Water Division completed the renovation of the fluoride injection system at the Springvale Water Treatment Facility. The Division also completed the chlorine injection system at Morse's Pond Well. The Division also completed the replacement of the Evergreen Well #3 pump and motor. In spring of 2012 a contract was completed and the connection Springvale Well #3 to the water system was completed. A contract was awarded for the installation of Springvale Well #1 and related building rehabilitation. Construction was started in December 2012.

Sewer Division

The Sewer Division pumped an average of 3 million gallons of sewerage per day in CY2009-2011 into the M.W.R.A. sewer collection system. The Division maintains and inspects daily 34 sewer pump stations throughout Town. As ongoing routine maintenance the Department cleans gravity sewer mains in different sections of the collection system throughout the year weather permitting.

The Sewer Division will continue the sewer main relining program to improve old and decaying sewer main infrastructure. The Division is contracting to TV, clean and line 3,000 feet of sewer mains in various parts of Town. The TV inspection work will provide a list of sewer segments that require lining or repairs or more frequent cleaning to maintain adequate flow velocities. A contract was completed for the replacement of Crescent Street and Fieldstone sewer pump stations. The Department repaired a sewer force main break at Travis Road Sewer Pump Station.

Land Facilities and Natural Resources Division

During this calendar year the division of Land Facilities and Natural Resources performed the traditional department activities, completed many projects, and filled staff vacancies. With a staff of six full-time and two part-time led by one supervisor, the division of Land Facilities and Natural Resources is responsible for the maintenance of many open spaces throughout town, including athletic fields, the town common, facility landscapes, and park areas such as Dam Park, The Grove, and the two town cemeteries Boden Lane and South Natick. The division is also responsible for Public Shade Tree plant health care and tree care for other trees on town owned land.

In response to the retirement of John Cunniff, former supervisor and Tree Warden, the Department of Public Works and Town Administration in May of 2012 hired Arthur Goodhind, former Grounds and Transportation Manager at Bentley University in Waltham, MA. In June the skilled laborer vacancy was filled by Chris Hendricks, former owner of his own Landscape Company and Natick High School Alumnus.

The division also serves as the liaison and manages the labor provided by the South Middlesex Correction Facility. This relationship has proven to be very valuable to the town of Natick and the extra hands have been utilized by multiple divisions within the Public Works department. The correctional labor has completed many beautification projects throughout town including, painting the railings at Dam Park, assisting with the painting and staining of the shed and picnic tables at the new Senior Center, painting the interior of the maintenance garage, and helping to keep the recycle center clean and well organized.

For Public Shade Tree management the division in combination with a contractor removed fifty-five hazardous trees, and the division has begun to develop a comprehensive plan to re-plant trees throughout the town. To date only three trees have been planted which consisted of a Douglas Fir, a Red Maple, and a Dutch elm disease resistant American Elm. The division today is in the process of identifying and cataloging re-plant sites and hopes to continue re-planting in the spring of 2013.

Special projects for the 2012 calendar year included clay infield renovations at Coolidge Softball, Coolidge Baseball, and Wilson Baseball. These projects included edging the infield to proper sport specifications and a laser grading of the infield material to ensure proper pitch for water runoff. The final phase of the Mahan field irrigation project was also completed which consisted of the final connection to transition the water source from municipal water to well water. Other smaller projects such as core aeration and over-seeding were completed on the division's class A areas such as the high school fields and the town common. The division also continued with the carbon based fertility program which uses organic fertilizer as a backbone of the program. Other smaller projects for the division included, repairing and replacing the Boden Land Cemetery gate, repairing the stone wall at the South Natick Cemetery, removing the large debris for the South Natick dam, clean-up after hurricane Sandy, and installing Fibar ground covering in select playground sites.

New technology for the division in calendar year 2012 included the implementation of a web-based asset management system. This customizable system has enabled the department to create a digital history of tree inventories, tree hazard mitigation, tree replant sites, preventative maintenance for fields and park areas, and the opportunity to log corrective actions throughout town. This information is available real time in the field for the Supervisor and staff, increasing efficiency and creating a detailed paperless record.

Highway/Sanitation/Recycling Division

In 2012 the Highway/Sanitation/Recycling Division performed all of their annually scheduled assignments as well as some additional duties. The division repaired and or replaced only 767 feet of asphalt curbing due to the fact that the winter was very mild. We only plowed snow once resulting in much less damage. The curbs were repaired or replaced on the following roads; Pumpkin Pine Road (135'), Tibbett's Street (358'), Lilja School (105'), Bunker Lane (142') and Mill Street (27'). These areas were also loamed and seeded. The division did approximately 11,135' of sidewalk repair which involves widening and paving, loam and seed where necessary. This work occurred on the following streets; Pumpkin Pine Road (2,080') Tamarack Road (2,216') Burning Tree Road (4,623') Lacosta Drive (643') and Washington Ave.(1,573). In 2012 the following streets were repaved using chapter 90 funding; Rockland Street, Farwell Street, Jennings Pond Road, Grove Road, Shore Road, Laconia Road, Erlandson Road, East Evergreen Road(Farrant Road to Wentworth Road), Flynn Street, Stanley Street, Rutledge Road (Wentworth Road to East Evergreen Road), Wedgewood Road and Wentworth Road. These streets were leveled with asphalt. The drainage and sewer castings were replaced as needed. The sidewalks were rebuilt and any needed curbing was installed. These areas were loamed and hydro seed was applied. These streets will be chip sealed in the spring of 2013.

The Oak Street project was completed this summer which involved the total rebuilding of the road way and sidewalks. In the spring of 2012 we began our annual street sweeping program which consists of the cleaning of all main roads, side roads and main road sidewalks as well as school and municipal properties. The main road sidewalk cleaning began in the middle of March and was completed by mid April. All roadways were swept by late May. The mild winter played a large role. We completed the town street sweeping sooner than past years. Approximately 1,700 tons of sweeping material were collected, tested and disposed of properly. In 2012 the division performed all regularly scheduled street painting duties which included 35 miles of double yellow center lines and white fog lines as well as 280 crosswalks and all stop lines and stop stencils. We repaired and or replaced 235 street signs which included all types of signage throughout the town. We also lettered all new municipal vehicles. We had 12.75" of snow. We plowed one time and had 11 sanding

operations. The division is responsible for all snow operations in the town which includes all streets, roadways, main road sidewalks, schools, municipal lots, and sidewalks around schools. The highway division is supported by all other divisions of the Department of Public Works as well as hired equipment. The winter of 2012 we had 44 pieces of town owned equipment and 29 pieces of hired equipment. The division plows 41 miles of main road sidewalks and we place 35 sand barrels in strategic areas of town. In 2012 we used approximately 1,187 tons of sand and 2,422 tons of road salt. The division repaired 58 catch basins and 15 manholes and installed 5 new structures. The contractor hired for our yearly catch basin removal cleaned 1,270 structures. This is done as part of our storm water management plan. The highway division also assists several other departments in the town including: the Engineering Department with the inspection and repair of drainage outfalls and other drain issues, and the Town Clerk's office with placement of voting signs and delivering the voting machines to and from the polling locations. The division works very closely with the Police and Fire Departments on Parades, the Boston Marathon, Road Races and all other functions around the town and during major incidents (Fires, Accidents). On the Sanitation and Recycling side of the division we service approximately 9,310 residential homes for curbside trash and recycling collection as well as collecting all solid waste at schools and municipal buildings. In 2012 we collected approximately 6,400 tons of solid waste and approximately 3,150 tons of curbside recycling. The division is also responsible for 30 dumpsters, 125 park barrels and 100 recycling cages. These are dispersed throughout the town at parks, ball fields, the common and in the downtown area. The division also handles "Bulk Pickups". This very popular service is done on Mondays. This year the Recycling Center started opening on Thursday and Friday from 8:00 AM to 12:00 PM and still maintains the same weekend hours 8:00 AM to 3:30 PM. The Recycling Center totals are Mixed Paper (222 tons), Card Board (135 tons), Plastics (34 tons), Light Metal (165 tons), Electronics (34 tons), Mixed Glass (41 tons), Propane Tanks (100) and 890 gallons of waste oil, 4ft bulbs (17,300lf), 8ft bulbs (2,832lf), compact bulbs (3,461), Utube bulbs (1,093), Incandescent bulbs(146) and we received \$3,950 from the town of Wellesley for paper and cardboard. We hauled 185 tons of solid waste from Cedar gardens elderly complex and we also collected 63 tons of trash from all of the park barrels. Spring yard waste is always picked up on the first two weeks of May on your trash day and the fall yard waste pick up is the last three Mondays in November and the first Monday in December. Christmas trees are collected in the first two weeks of January. In the summer of 2013 The Department of Public Works will begin collecting recyclables curbside. This will improve service for the citizens of Natick, saving thousands of dollars in the process.

Respectfully submitted,

William D. Chenard
Director of Public Works

Boards, Committees & Commissions

Natick Affordable Housing Trust Board

The Natick Affordable Housing Trust (NAHT) was formed in February 2008, after Natick Town Meeting voted in Fall 2007 to accept Massachusetts General Law Chapter 44, Section 55C, and thus authorized the establishment of a municipal affordable housing trust for Natick. The general purpose of such trust, as stated in Massachusetts General Law, is for the creation and preservation of affordable housing for the benefit of low and moderate-income households.

During 2012, the NAHT spent their time working with Natick's Housing Planner, Joe Merkel and the Community Development Advisory Committee (CDAC) to advance affordable housing in the Town of Natick. The two committees continue to meet simultaneously and to work in a collaborative effort in the discussions and consideration of future projects. Based on the most recent 2010 census, Natick meets the 10% requirement for affordable housing as established by the guidelines of the Commonwealth of Massachusetts; however, the need for various types of affordable housing still exists.

In 2012 we, along with the CDAC, attempted to strengthen our relationship with the Natick Housing Authority (NHA) and considered proposals from the NHA to renovate uninhabitable units that they presently have in their inventory. NHA is currently undergoing organizational changes and hopefully there will be additional opportunities to work with them in 2013 as they have a long list of individuals and families waiting for affordable units. We were pleased to recommend to the Board of Selectmen approval of \$90,000 of WestMetro HOME Consortium (HOME) Funds for the renovation of two Cedar Gardens units to make them handicapped accessible, as there are none today. The NAHT and the CDAC also considered various other options for utilizing HOME funds as well as funds from other sources for affordable housing. Through the continued efforts of Mr. Merkel, the Federal and State discrepancy in deed rider requirements for HOME funds that we have been dealing with for over a year has been partially resolved, resulting in some units being added back into our affordable housing stock count. Because of this problem with deed rider requirements and the use of HOME funds, we had suspended the Down Payment Assistance Program (DPA) in 2010, but in late 2012 we were able to resume this program by using non-HOME funds in the amount of \$85,000 received in lieu of an affordable one bedroom condominium unit from the 226 Pond Street (Course Brook, LLC) developer.

A considerable amount of time in 2012 was spent in conjunction with the CDAC in the vetting of potential consultants, the selection of the consultant and approval of her contract, and the review and recommendation of approval of the updated five (5) year Housing Plan for the Town of Natick.

In 2013, the NAHT will continue to work with the CDAC and Mr. Merkel to explore various affordable housing opportunities in Natick and advise the Board of Selectmen on best use of the funds that the Town receives through the WestMetro Home Consortium.

In June of 2012 two members of the NAHT decided not to seek reappointment when their current term expired. We would like to thank Michael Avitzur and Marjorie Gove for their years of service to the NAHT. In addition we would like to welcome Glenn Kramer, an attorney and Laura Duncan, a citizen-at-large as new members of the NAHT.

Respectfully submitted,

Bruce S. Weisberg

Bruce S. Weisberg, Chairman
Natick Affordable Housing Trust

Members: Carol Gloff representing the Board of Selectmen, Glen Glater representing the Planning Board, Bruce Weisberg representing the banking industry, Paul McKeon representing the real estate industry, Randy Johnson is representing the construction industry, Glenn Kramer as an attorney, and three citizens-at-large, Steve Gartrell, Laura Duncan and Jay Ball.

Bicycle and Pedestrian Advisory Committee (NBPAC)

History and Mission

The NBPAC, consisting of seven members, was founded in 1997, recognized by the Board of Selectmen in 1998, and reconfirmed by the Board of Selectmen in 2001.

The Natick Bicycle and Pedestrian Advisory Committee serves to advise the Town on issues relating to the safe and proper use of roads, sidewalks and trails by and for bicyclists and pedestrians, and to make Natick more bicycle and pedestrian friendly through public education and outreach, and by consultation and coordination with Town departments and boards.

2012 Accomplishments

- Sponsored and participated in a “Complete Streets” training workshop in Natick by the Bay-state Roads Program and MassDOT held in January 2012. All future road projects receiving state funding must meet Complete Streets requirements, so it’s important that members of the community become familiar with the concepts. The workshop was a non-technical overview intended for decision makers and community members.
- Sponsored a table at Earth Day on the Natick Common in April. Members handed out safety information, t-shirts and safety items provided by MassDOT and MassBike. Members learned that residents were most interested in finding safe bicycle routes around town.
- Participated in Health, Fun and Fitness Day, as a kick-off to Bay State Bike Week in May. Members handed out safety information and t-shirts at this event held on the Natick Common.
- Members provided support for the Safe Steps Grant, funded by the Metrowest Community Healthcare Foundation, by participating in a sidewalk audit throughout town to assess pedestrian accommodations for all users. Data collection is still underway.
- Represented the committee at meetings of the Safety Committee and the Cochituate Rail Trail Committee.
- Attended the Commonwealth’s “Moving Together” conference to learn about design practices and organizations engaged in bicycle and pedestrian advocacy.
- Worked with Natick Police to assess bicycle and pedestrian safety issues in town.
- Provided comment to Natick Public High School regarding issues related to bicycle access at

the new building.

- Provided feedback regarding the Oak Street/Route 9 project sidewalk plan.
- Met with Community Development Director and Town Administrator to consider how NB-PAC can better contribute to bike/pedestrian issues throughout town.

Conclusion

We thank the many individuals and groups that help our projects for better sidewalks and trails for pedestrians, for better traffic solutions for bicyclists, and more. We invite everyone who wishes to help to join in and to help us in the year to come and volunteer to assist us in supporting the town's development. The Natick Bicycle and Pedestrian Advisory Committee meets monthly on the first Monday of the month (with exceptions for holidays.) Please refer to the town's public calendar for specific meeting times and locations.

Respectfully submitted,

John Magee, Chair
Robin Gilmore-Barnes
Meg Kiely
James Mello
Charles Planck
Bernie Siryk
Dan Sohl

Cable Advisory Board

The Cable Advisory Board's most important function is as a liaison between the Town and any existing or future cable licensees. The Board also represents and advises the Board of Selectmen in negotiating the franchise licenses with whichever cable providers they wish to allow to operate in the Town. Currently Comcast, RCN Corporation and Verizon hold licenses to operate within the Town.

In 2012 the process for the renewal of the cable license for Comcast was completed. The new ten year license also contains provisions to support Pegasus, the public access non-profit corporation for the Town of Natick, in areas such as operating and equipment funding to allow continuation of Public, Educational, and Government access. This enabled Natick Pegasus to equip a satellite studio in the newly completed Natick High School building. This studio in addition to a secondary broadcast location will be used in conjunction with the High School's video and broadcast classes.

The Board received comments and complaints from town residents about cable service. These complaints included general concerns about cable providers operating in the town, cable content, and pricing/rate increases. Specific issues were access in apartment complexes and to houses with underground services, billing charges, service outages and the quality of service. It should also be noted that the Town does not set the rates charged by the cable operators.

The Cable Advisory Board welcomes and listens to comments from the residents and cable subscribers of Natick. People can contact the Board via e-mail: cable@natickma.org. The mailing

address is in care of Natick Town Hall, 13 East Central St.

Respectfully submitted,

Hank Szretter, Chair
Rod Feak, Secretary
Martha Jones
Ron Ordway
Arnold Pinsley
Michael Avitzur

Cochituate Rail Trail Advisory Committee

The CRT Advisory Committee advises the Selectmen on issues relating to a potential recreational trail over the abandoned Saxonville Branch Right of Way from Natick Center to the Framingham border at Route 30. The Town of Framingham has completed initial groundwork and continues work on its section of the project, which may open late in 2013.

The Board of Selectmen re-appointed two Cochituate Rail Trail Advisory Committee members in 2011: Dave Comacho, Member At Large and John Magee, Bicycle/Pedestrian Advisory Committee representative.

The committee members at the conclusion of 2012 were:

Member	Affiliation	Term expires
Joshua Ostroff	Board of Selectmen	June 30, 2013
Patrick Reffett	Community Development Director	June 30, 2013
John Griffiths	Recreation and Parks Commission	June 30, 2014
John Magee	Bicycle/Pedestrian Advisory Comm	June 30, 2015
Jan Henderson	Member At Large	June 30, 2014
Michael K. Manzo	Member At Large	June 30, 2013
Peter Henry	Member At Large	June 30, 2013
David Camacho	Member At Large	June 30, 2015
William Schoenig	Member At Large	June 30, 2013

The committee organization did not change in 2012 keeping Will Schoenig as Chair, Dave Camacho as Vice Chair and Michael Manzo as Clerk.

The largest issue relating to the CRT project continues to be the lengthy negotiation process with the property owner, CSX Transportation. Negotiations are ongoing at this time under the direction of the Board of Selectmen and the Conservation Commission and have shown signs of progress.

The two primary work products during 2012 were for consulting services for a potential use of transit alongside a recreational trail, and survey and wetlands delineation on the Right of Way. The Bronner Group report indicated that transit and non-motorized uses along the corridor are not currently feasible, but may be in the future. The report also suggested potential alternative funding

sources for the CRT, as it may be eligible as a transit related project given its proximity to the commuter rail station.

The BETA Group, the town's engineering services firm, conducted the survey and wetlands work, which will be used to submit a 25% design plan to the state for potential future funding.

The committee looks forward to 2013 and ongoing negotiations with CSX; collaboration with Framingham on its section of the CRT; working with town and state agencies on the integration of the CRT with a potential new MBTA station in Natick Center; participation with designers to ensure a safe future crossing at Route 30; and discussions with the state Department of Transportation on appropriate applications for federal project funding.

Respectfully submitted,

Will Schoenig,
Chair

Community Development Advisory Committee

The Community Development Advisory Committee (CDAC) is charged with serving as the Town's Fair Housing Committee and acting as an advisory board and resource in carrying out the major goals identified in the Town's Housing Plan and the Consolidated Plan, participating in the development of housing and community programs, and providing input and guidance for any future proposed plans.

As we have done for several years now, the CDAC spent 2012 working with Natick's Housing Planner, Mr. Joe Merkel and the board of the Natick Affordable Housing Trust (NAHT) to advance affordable housing in our town. The two committees continue to meet simultaneously and to work collaboratively in our discussions and consideration of future projects. Based on the 2010 federal census, Natick meets the 10% requirement for affordable housing as established by the Commonwealth of Massachusetts; however, the need for various types of affordable housing is unabated.

During 2012 the CDAC in conjunction with the NAHT focused on furthering a complementary relationship with the Natick Housing Authority (NHA). As an ex officio member of the CDAC, the Executive Director of the NHA is invited to attend our meetings and participate in all discussions, and Eileen Merritt, Interim Executive Director of the NHA has taken advantage of those opportunities to update us on progress in that organization. CDAC members participated in the discussion and recommendation by the NAHT to fund renovations of two (2) units at Cedar Gardens that will result in the first truly handicapped-accessible apartments in that development. We have also participated in discussions of other projects at the NHA, as well as other opportunities to develop or advance affordable housing in Natick. During 2012, no fair housing complaints were brought to the attention of the CDAC.

The Town of Natick has a Housing Plan that was approved in 2007 and must be revised/updated at least every five years. In 2012, the CDAC was primarily responsible for working with Mr. Merkel to complete this update/revision process. Along with the NAHT, we interviewed and selected a

consultant to research current data, interview stakeholders, and rewrite the Housing Plan, actively reviewed several drafts and provided feedback, approved the final version and provided support for the consultant as the new Housing Plan was presented to the Planning Board and Board of Selectmen for approval prior to submission to the Massachusetts Department of Housing and Community Development for state approval.

The CDAC currently has one open position for an individual who lives in low or moderate income housing to join our board. Please contact the Selectmen's office if you would like more information or would be interested in applying for this committee seat.

In 2013, the CDAC will continue to work with Mr. Merkel to ensure that the Fair Housing requirements are being met in Natick, and to complete the update of our town's Fair Housing Plan. We will also continue to work with the NAHT to explore various affordable housing opportunities in Natick.

Respectfully submitted,

Carol A. Gloff
Community Development Advisory Committee

Members: Carol Gloff (Board of Selectmen representative), Glen Glater (Planning Board representative), Marjorie Gove (at-large member), Paul Mulkerron (representing the real estate industry), and Bruce Weisberg (representing the banking industry)

Members (ex officio): Joseph Merkel (Natick Community Development Department), Eileen Merritt (Interim Executive Director, Natick Housing Authority)

Council on Aging Board

The Council on Aging Board functions in an advisory capacity to the Council on Aging Department. The COA Board's primary responsibility is to advocate for needed programs and services on behalf of seniors living in Natick. Some of the Board's main objectives are:

1. to identify the total needs of Natick's elder population;
2. to educate town officials and residents regarding the needs and contributions of Natick's elders and encourage community support;
3. to establish both short-term and long-term goals and objectives in collaboration with the Director to meet identified needs;
4. to encourage collaboration with other agencies; and
5. to advocate to federal, state, and local agencies and elected officials regarding legislative and budgetary issues affecting elders.

The COA Board had an active and productive year in 2012. Primarily, the COA Board continued our support of Moira Munns, Director, and her tireless staff at the Community-Senior Center, as they organized the wide array of programs and events that take place throughout the year. Various Board members attended and volunteered at a number of these events, including: the Volunteer Recognition Dinner, the Natick Senior Man and Woman of the Year Dinner, the BayPath Elder Services Annual Meeting, Natick Days, the Pie Social, and the annual Holiday Dinner. Members of the Board also attended various town meetings in support of the COA budget and COA-related warrant articles and legislative issues.

Additionally, the COA Board was happy to provide whatever support we could during what was a hectic moving and transition period. I would like to recognize the staff for their amazing efforts as the Senior Center at 90 Oak St. closed its doors and the Community-Senior Center at 117 E. Central St. became the new home for the Human Services & Council on Aging Department, along with Veterans Services and Parks & Recreation. I was able to visit the Community-Senior Center several times as the move was being completed, and the energy of Moira and her staff never wavered. Their commitment to serving this community was, as usual, remarkable, and if there were any frustrations associated with the move, the staff's smiles and warmth helped sustain a positive, welcoming environment. To Moira and her staff: thank you, and here's to a job well done.

While we were still at 90 Oak St., though, a lot of good work was being done. The primary focus of the COA Board early in the year was the Massachusetts State Budget. In the budget initially proposed by Gov. Patrick, the Formula Grant that is used to determine how much money goes to local Councils on Aging was maintained at the previously-reduced level of \$6.42 per elder, per year. The goal of the Natick COA, along with several other COAs throughout the area, was to restore that Grant to a level of \$7/elder/year. The COA Board wrote a number of letters to local legislators, and Board members contacted their legislators by phone, letters, and emails urging them to amend the budget. Additionally, the Council on Aging Department coordinated with other local COA Departments to host a well-attended legislative breakfast on March 30. At the breakfast, Moira Munns and other COA Directors spoke passionately about what the \$7 level would mean to their community. Each presentation highlighted the numerous examples of how the Formula Grant money is used in each community. At the end of the day, our local State Legislators came through, and funding in the FY2013 budget was restored to \$7/elder/year. Thank you to everyone who participated in the process, and thank you especially to our State House delegation for their continued leadership in this area.

In addition to advocating for more funding for Massachusetts Councils on Aging, the COA Board formalized a liaison relationship with the Natick Commission on Disability. Together, the COA Board and the COD have been able to share insights and concerns about the issues that face Natick's elders. Thank you to Sue Salamoff, Vice Chair of the COA Board, for her service as our liaison to the COD.

Also, the COA Board continued our tradition of collaborating with the Natick Rotary for both summer and winter service projects. In the summer, several volunteers from each group delivered house plants to elder residents throughout Natick; and on January 12 of this year, volunteers delivered ice melt. Thank you to the Natick Home Depot for their generous donations of the plants and the packages of ice melt, and thank you to Lori Rosen and Tobe Gerard for their leadership on these projects.

Finally, the COA Board's Bylaw process has drawn close to the end. We spent several hours this year reviewing proposed updates and amendments, and were proud to deliver a final product to the Board of Selectmen for their vote. The Town Counsel has returned our Bylaws with some minor suggested revisions, and we look forward to taking these up in a vote. I am confident that by the time this Annual Report is distributed, the COA Board will be operating under our new Bylaws. Thank you to the Board for their tireless efforts throughout this process.

In closing, I would like to welcome our newest members to the COA Board. Karen Oakley (a former Board member and Board Chair), Don Greenstein, Joan Hill, Walter Salvi, and Elaine Boyer were all confirmed as members in 2012, meaning that the Board now has our full slate of 11 members. Tobe Gerard left our Board earlier this year. I want to reiterate my gratitude to her for her tremendous service on our Board. Additionally, Steve Zafron is our newest liaison from Baypath Elder Services, and has been a great addition to our monthly meetings.

We look forward to continuing our work in the year ahead, and, as always, welcome your input!

Respectfully submitted,

Dylan Hayre, *Chair*

Sue Salamoff, *Vice Chair*

Ann Lynch, *Secretary*

Elaine Boyer

Don Greenstein

Joan Hill

Karen Oakley

Lori Rosen

Judith Sabol

Walter Salvi

Sue Watjen

Jeanne Williamson Ostroff, *Associate Member*

Economic Development Committee

The Economic Development Committee (EDC) is an advisory board, created by the Natick Board of Selectmen. The charge of the EDC is to:

Attract business development to Natick that will maximize tax revenue and generate employment opportunities;

- Promote utilization of existing infrastructure and facilities to the fullest extent possible
- Recognize neighborhood and community issues, concerns, and character
- Identify and plan for changing trends and opportunities
- Market Natick for economic development and strategic partnerships.

As an advisory body, the EDC may not supersede or bypass any established authority or public review process. When working on issues pertaining to growth and development in the town, each relevant permitting authority has its established role (e.g., Planning Board, Zoning Board, Board of Selectmen, Conservation Commission, etc). and the EDC may bring forward proposals or recommendations for consideration by these respective boards, including channeling any inquiries and leads to Community Development.

Members of the EDC in 2012 included:

Paul Joseph, Board of Selectmen

Patrick Reffett, Community Development Director

At-Large Members:

Rick Kiernan

Joe Kiggen

Scott Laughlin

Tony Lista (term began 7/1/12)

Stephen Robb (term ended 6/30/12)

David Shamoian

Jaclyn Strominger

Ted Wynne

The EDC met sporadically through 2012, with its key activities focused on (a) research and market needs assessment, (b) marketing and competitive positioning of the Town, and (c) establishing growth goals for the organization. Although the committee finalized the design and content management system for its website, the public facing website will not launch until 1Q13. In 2012, the EDC did create a database for prospecting and communicating with commercial stakeholders in Natick, including: landlords, employers, and regional businesses.

Significant economic development activities and accomplishments in 2012 included:

Awarded \$5,000 grant from Metrowest Chamber of Commerce to support the study of Natick's Economic Development readiness and competitive positioning among other communities in the Commonwealth. The EDSAT (Economic Development Self-Assessment Tool) was a survey administered by Dr. Barry Bluestone of the Dukakis Center at Northeastern University, and internally was administered via Patrick Reffett to relevant town departments.

On June 12, 2012, the EDC hosted a meeting of 42 individuals including local business leaders

and municipal employees and volunteers to review EDSAT findings and to identify and discuss any differing perspectives in the business community. Follow-up action items included: identifying how to improve access to information about how to do business with/in the town; assessing how to accelerate the permitting process; and supporting commercial property owners with lead generation and promoting Natick as an attractive location for new and growing businesses.

The Chair and the Director of Community Development met on more than a dozen occasions with current and prospective tenants and landlords to discuss options and opportunities for location expansion and/or relocation within the town of Natick. They worked collaboratively with leadership from Metrowest Chamber of Commerce and regional office of Massachusetts Office of Business Development (MOBD) to explore local- and state-level options for business incentives and tax credit programs.

The EDC supported the decision of Fall Town Meeting to create two Economic Opportunity Areas (EOAs) within the two major industrial parks in town, East Natick and Natick Business Park. A follow-up action item in 2013 will include hosting community forums to define the incentives and identify community concerns about targeting and attracting business development in these areas. Hosted a “Biotech Breakfast” event on December 13, 2012 – forum targeting commercial landowners and prospective life sciences-focused businesses with properties and/or interest in locating in the two industrial parks.

The FY2013 Board of Selectmen goals included items as a direct result of the EDSAT findings and economic development-related activities and conversations. The EDC continues to play a key role to listen on behalf of the town and to inform Town officials about issues that affect Natick’s attractiveness and competitiveness in the region.

The Economic Development Committee encourages businesses - small and large, entrepreneurs, local employees and citizens to engage in this exciting process of exploring the town’s opportunities for growth. We welcome new perspectives and candid feedback about areas where the town might improve and any active volunteers that might help the town achieve its growth objectives.

Respectfully Submitted,

Paul Joseph, Chair

Finance Committee

The Natick Finance Committee is a fifteen-member all-volunteer committee appointed by the Town Moderator for three-year terms. The Committee acts as an advisory committee to Town Meeting, and is charged by the Town's Charter and By-Laws to consider in open session any business, such as proposed budgets, capital expenditures, and all articles included on a Town Meeting Warrant, and to provide a written report to Town Meeting containing its recommendations on each item of business.

2012 Spring Annual Town Meeting

The Warrant for the 2012 Spring Annual Town Meeting contained thirty-six articles, of which more than a dozen were financial in nature and included appropriations for the Town's operations in Fiscal Year 2013, adjustments to the Fiscal Year 2012 Budget, and appropriations for Capital equipment and improvements. All of the Finance Committee recommendations were made after conducting thirty duly noticed public hearings and open meetings of the Finance Committee Subcommittees and the Finance Committee as a whole.

In the course of these meetings, members of the Finance Committee analyzed, discussed, and developed recommendations on a complex and diverse range of matters, including the following:

- Proposed operating budgets for Fiscal Year 2013 (beginning on July 1, 2012) for each the Town's 41 departments, committees and commissions, including the Natick Public Schools, the South Middlesex Regional Technical High School, and the Town's two Enterprise Funds, and appropriations into and out of the Town's three Stabilization Funds
- Proposed reorganizations to the Town's finance-related departments, and certain facility maintenance and management functions
- Appropriations related to Capital Equipment and Capital Improvements, street improvements, the Other Post-Employment Benefits Fund, and public school transportation
- A variety of other matters including the Personnel Pay Plan (for non-union employees), elected officials' salaries, personal property exemptions, reauthorization of revolving funds, street acceptances, rescinding authorized but unused debt, granting and accepting easements, and proposed Charter or Zoning By-Law amendments

In compiling the Finance Committee's Recommendation Book, the Committee thanks the Town and School Administrations for their ongoing efforts to provide meaningful and relevant information. Many facets of the proposed budget summaries for both the General Government and Schools have been expanded and formatted for consistency, which has facilitated more focused analysis and evaluation.

Subcommittee members played an increasing role in documenting the Committee's discussions and recommendations. The Finance Committee's Recommendation Book, which totaled 491 pages, continued the Committee's practice of providing meaningful information regarding Finance Committee deliberations to Town Meeting Members to facilitate an informed discussion at Town Meeting, and incidentally also elicited a few comments of "too much information," thus demonstrating the age-old adage of "No good deed goes unpunished."

2012 Fall Annual Town Meeting

The Warrant for the 2012 Fall Annual Town Meeting contained thirty-three articles, of which twelve were financial in nature and included supplemental appropriations and adjustments to the Fiscal

Year 2013 Omnibus Budget and appropriations for Capital equipment and improvements. Several of the proposed budget adjustments were to fund collective bargaining agreements. There were also five proposed Charter or Zoning By-Law amendments, two of which were citizens' petitions, three articles for Town Administration, Boards, or Committee to provide reports to Town Meeting, and a variety of other important matters for Town Meeting's consideration.

The Finance Committee and Subcommittees held almost a dozen public meetings to gather information on these warrant articles and determine recommendations for Town Meeting. Of particular interest to the Committee were the following matters:

- A higher-than-expected certified Free Cash amount, and the Administration's proposal for appropriation to the Capital Stabilization Funds
- The Administration's proposal, accompanied by a comprehensive cost-benefit analysis projecting significant annual savings, to bring curbside recycling in-house within the Department of Public Works
- The Administration's proposal to enter into a Community Choice Aggregation Program with an electric supply provider as a mechanism to reduce electricity supply costs for both the Town-owned facilities and Town residents
- The Administration's request for funding of a conceptual design for a new Natick Center T Station
- Acceptance as a public way the portion of Main Street that has not been previously accepted

The Finance Committee will continue to strive to facilitate open dialogue and transparency with all Town departments, committees and commissions, and we appreciate the support and cooperation of the Town's residents and employees.

Respectfully Submitted,

Jonathan H. Freedman
Chairman

Mari Barrera

James Brown

John Ciccariello

Cathleen Coughlin

Bruce Evans

Jim Everett, Secretary

Bruce Gorton

Patrick Hayes

John Horrigan

Mark Kelleher

Tony Lista, Vice Chair

Jerry Pierce

Chris Resmini

Richard Sidney

Historic District Commission

History:

The Historic District Act, Chapter 40C, of the Massachusetts General Laws was established in 1960 and was amended in 1975. Under the authority of this statute, Natick established its own Historic District Commission in 1974 with the concurrent establishment of the original John Eliot Historic District (plan dated 8/22/73) in South Natick. By 1979, Article 26 was passed, expanding the John Eliot Historic District to its current plan (dated 8/28/75 and revised 3/1/76) and adding the Henry Wilson Historic District (plan dated 8/10/77 and revised 11/8/77) in Natick Center.

Purpose:

The Historic District Commission serves as a regulatory commission providing review and certification for all construction and or remodeling projects involving properties within the Eliot and Wilson historic districts for which the changes are visible from any public way. The purpose of this oversight is to protect the overall historic appearance and nature of the historic districts and to preserve the historic features, scale, materials and settings of buildings of historic significance.

Budget:

The Commission has operated on a small budget for many years. The currently approved annual budget is \$500. In 2012, expenses included charges for legal notices in the Metrowest News, copies, postage and office supplies. The Commission is authorized to accept gifts for additional expenses, such as technical assistance and consultants and clerical assistance, but it has not done so to date.

Current Year Information:

In 2012, five new Certificates of Appropriateness were awarded for projects judged to be appropriate to the district in question.

The Commission has two open positions for Alternate Members at this time.

2012 Board Members and Officers:

D. Michael Collins, Chairman
Jeannine Keith Furrer, Vice Chairman
Patricia A. Marr, Secretary
Christopher Milford
Matthew McCue
Jean-Pierre Parnas
Matthew Labrie

Alternate Member:

Adam Subber

Natick Housing Authority

Although understaffed in both administrative and maintenance staff and faced with persistent issues, such as a high vacancy rate and aging buildings with many capital improvement needs, the Natick Housing Authority (NHA) had a very productive year in 2012.

Numerous capital improvements were completed including roof replacements at both the elderly and family sites and energy and electric upgrades to all interior common areas at Cedar and Coolidge Gardens. The installation of new replacement compact fluorescent bulbs will save both staff time and agency resources. Six family units were renovated with \$49,501.00 in funding through the State Affordable Housing Trust Funds administered by the Department of Housing and Community Development (DHCD). The NHA was also approved for \$90,000.00 in HOME funds through the Town of Natick's Affordable Housing Trust Fund for the renovation of two elderly/disabled units at Cedar Gardens into handicapped accessible units. The units will be completed in the spring of 2013.

The NHA was also approved for \$254,835.00 of DHCD Affordable Housing Trust Funds to renovate and occupy 28 units (24 units at Cedar Gardens and 4 units at Forest Green).

Planned capital improvements for FY2013 include replacement of exterior doors at Cedar Gardens as well as boiler and hot water heater replacement at both Cedar Gardens and the Forest Green family housing development. Three kitchens will be replaced at the Forest Green site.

With the assistance of the VIVA Consulting Group, the NHA Board of Commissioners developed and approved a new strategic plan, implemented improvements to the Authority's website and initiated the search for a permanent Executive Director.

Natick resident, Pat Conaway, along with helpers, initiated a recycling campaign at Cedar Gardens which led to the Town of Natick's Department of Public Works adding recycling in the NHA renewed trash contract. When the Town of Natick takes recycling in-house in mid-2013 the NHA recycling is expected to expand.

The Natick Housing Authority held its Annual Meeting in April, 2012 and elected the following officers for the coming year:

Gina L. Govoni, Chairman
David P. Parish, Vice-Chairman
Charlene B. Foss, Treasurer
Jeanne W. Ostroff, Assistant Treasurer
Erica E. Ball, Commissioner

The NHA Board and Staff continue to work closely with the Cedar Gardens Tenants Organization (CGTO) in the development of goals and the implementation of these many projects.

The NHA extends a special thank you to the Natick Kiwanis for sponsoring the Annual Cookouts at Cedar and Coolidge Gardens, the many volunteers who assisted with unit renovations, the Middlesex County Sheriff's Office and the Natick District Court Community Service programs. The NHA

also extends a special thanks to the Town of Natick (DPW, Board of Health, Senior Center, Fire and Police Departments), and the Natick Service Council for assistance in housing related matters throughout the year.

Information System Advisory Board

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2012. This board, created by Town Meeting, and appointed by the Selectmen serves in an advisory capacity to the selectmen and the finance committee on Information Systems related issues. At the end of the year, members are: Hank Szretter (chairperson), John Bradford, Todd Gillenwater, Gregory Meyers, James Varnum, Aaron Pyman, and Lawrence Drolet.

During 2012 the Board continued to monitor the Town's web site, and made changes to assure that it is providing the best service to the community and the residents. This will be a continuing process into the future as technologies evolve. The Board welcomes public input to ensure that the site continues to be a valuable tool for the community.

The NISAB has advised and consulted with the Municipal Information Systems, School Administration Information Systems, and the Morse Institute Library departments during the year. Topics discussed were: INET, Natick Pegasus, school system information systems, telephone system and service, web site issues, long range planning, budgeting, cost reduction and possible consolidation and cooperation, licensing and open source software, and wireless systems. The Board also assisted with technology discussions and recommendations for the new Natick High School project as well as the new Community-Senior Center project. The Board determined the need to be more closely involved with new and upgrade projects at a much earlier stage. This involvement will help avoid the issues that arose during those projects. The Board also went to monthly meetings to allow more time to address these issues and develop an appropriate strategy moving into the new year. We also added associate members to assist, and Town Meeting approved adding two additional members to the board. The Board of Selectmen appointed the newest members, Aaron Pyman and Lawrence Drolet at their meeting on December 17, 2012.

The meetings were regularly attended by Selectman Josh Ostroff or Paul Joseph, Assistant Town Administrator Michael Walters-Young, the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, Pam Lathwood for the Morse Institute Library, and the Station Manager of Natick Pegasus Randy Brewer.

Respectfully submitted,

Hank Szretter (Chair)

MathWorks Scholarship Committee

The 2012 MathWorks Scholarship Committee is charged each year with administering two \$10,000 Scholarships offered by the MathWorks to two high school seniors who reside in Natick, and who are committed to pursuing a career in mathematics or science. The members of the committee, Kerry Conley, Valerie Daniel, Lawrence Dick, Steve Rosenberg and Lenore Freitas, represent a variety of experience in both education and commercial careers.

The Committee met twice during the Spring of 2012 to review the applications and interview qualified candidates. After review of thirteen candidates, including eleven students from Natick High School and two from private schools, the Committee interviewed the top four candidates. Meeting the candidates was a pleasure, as these students were remarkable academically and socially. They will all represent the Town of Natick in a most positive manner.

Although the contest was very close, the Committee identified two students whom it felt were most deserving of the MathWorks awards. It recommended two nominees to the Board of Selectmen: Evan O'Connor and Elizabeth Walker both from Natick High School. These students were awarded the scholarship in May, 2012.

The MathWorks scholarship award is paid out over four years of college, which means that the Committee must continually review previous winners to 1.) ensure their intentions to study science and/ or math remain true, and 2.) that their academic performance remains strong. The Committee received letters and transcripts from the prior year recipients, determined that the requirements of the Scholarship were being satisfied, and authorized the issuance of disbursements to prior year winners.

Submitted by Lenore Freitas, Chair

Medical Reserve Corps

The Medical Reserve Corps (MRC) was established after President Bush asked during his State of the Union Address in 2002 for all Americans to volunteer in support of their country. After the September 11, 2001 attack on America, it was recognized there needed to be an organized volunteer response system of professionals who could help out during a local, regional, or national man-made or natural disaster. The MRC is sponsored by the Office of the Surgeon General of the United States, and MRC units are present in all 50 states. MRC units include medical and non-medical volunteers, and members participate by supporting local public health (e.g., flu vaccine clinics), training with local emergency response partners (e.g., local fire and police departments), and volunteering in emergency shelters during disasters (e.g., helping the American Red Cross).

The Natick MRC was established in August 2006 and falls under the direction of the Natick Board of Health (BOH). As of December 2012, there were 146 adult and ten Junior Natick MRC volunteers. There is a Natick MRC Executive Committee (EC), currently nine members, that includes a Chair, Vice-Chair, and Recording Clerk. The EC holds meetings on the second Tuesday of each month at 7 PM at the Natick Police Station conference room, and all Natick MRC members are invited to attend.

This annual report will focus on events in which the MRC participated in 2012. In February 2012, a FEMA based Field Triage Course, offered through Region 4A MRC, was held in Natick and attended by medical and non-medical MRC volunteers. The class was free of charge and there was a good turn-out for this event.

In April 2012, there was a general membership meeting held at Natick Town Hall for all Natick MRC volunteers, and Natick Police Chief James Hicks was the guest speaker. Chief Hick's talk emphasized how valuable the Natick MRC volunteers could be in helping out in a disaster situation, specifically with emergency sheltering. The event was well attended, and pictures were taken for volunteers who needed their MRC badge credential.

May 5, 2012, was the second annual Region 4A MRC conference in Stow, MA, and several EC members attended. One of the topics discussed was the Massachusetts statewide sheltering and evacuation plan for people with disabilities. On May 10, 2012, MRC volunteers from Framingham, Natick, and other nearby towns participated in the annual U.S. Army Natick Labs disaster exercise drill. The MRC members helped out by doing triage and role playing as victims.

On June 5, 2012, several Natick MRC volunteers attended a continuing medical education (CME) program called, "Providing Medical Care in an Emergency Shelter Setting" which was held at the Massachusetts Medical Society in Waltham, MA.

On July 4, 2012, the Natick BOH truck and the Health Department emergency response trailer participated in the Natick 4th of July parade. Also in July, the Standard Operating Guidelines (SOG) for the Natick MRC were updated and changes were approved by the EC.

On September 8, 2012, for the 6th consecutive year, the Natick MRC had a table set up for Natick Days, with the goal of increasing publicity of the MRC and seeking town residents who may be interested in joining. The table included information on disaster preparedness and the Code Red community notification enrollment system.

In the fall of 2012, approximately 35 Natick MRC volunteers, medical and non-medical, helped out at influenza clinics that were held in Natick. Each year, Natick MRC volunteers contribute greatly by volunteering to help staff these clinics. On October 29, 2012, the Emergency Operations Center (EOC) was activated for Hurricane Sandy. The Community Senior Center was on standby in case emergency sheltering of residents was needed. Natick MRC volunteers were notified to be ready to help out for different shifts at the shelter. Fortunately, the impact of the storm was mild in Natick and no overnight sheltering was needed.

The Youth Division of the Natick MRC was renamed Natick Junior MRC. The youth members consist of high school students, and the Junior MRC is led by EC member, Kathy Sasonoff. They participated in several events in 2012 which included the following: taking a tour of the MEMA bunker in Framingham, volunteering at Natick Days, and helping out during the Crossroads School 5k race in October and Jingle Bell Run in December.

Respectfully submitted by Daniel Goldstein, Recording Clerk

Open Space Advisory Committee

The Open Space Advisory Committee was created under the Town Bylaws to be “an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan and in revising the Natick Open Space and Recreation Plan as needed.”

In 2012, we completed the long process of updating Natick’s Open Space and Recreation Plan. As the year began, we worked with several Town departments to complete the final pieces of the Plan. During May, we presented the final draft and received endorsements from four key Town boards – Board of Selectmen, Planning Board, Conservation Commission, and Recreation and Parks Commission. We submitted the Plan to the state’s Executive Office of Energy and Environmental Affairs, and, as often occurs, the state granted “conditional approval,” with requests for some additional information. We submitted a revised Plan in December, and we are pleased to report that the state granted final approval on December 21.

As we move into 2013, we now have many different boards and commissions working on open space issues. Open space policies continue to be set by the Board of Selectmen, Planning Board, Conservation Commission, and Recreation and Parks Commission. In addition, many other committees have been established to take on special roles: the Bicycle and Pedestrian Advisory Committee, the Lookout Farm Advisory Committee, the Cochituate Rail Trail Advisory Committee, the Cochituate Aqueduct Study Committee, the Trails Maintenance Committee, the Town Forest Committee, and the J.J. Lane Park Design Committee. As we see it, the role of the Open Space Advisory Committee is to take a broad look at all open space issues and make sure that all these needs are being met.

A landmark event occurred on May 22, when the Massachusetts Water Resources Authority announced that they would make their non-active aqueducts available for use as public trails. We are proud that Natick’s Joel Barrera was responsible for discussions that led to this new policy. Natick residents are major beneficiaries, since two of these aqueducts run through Natick.

Natick had already set up an advisory committee to study the feasibility of trails on the Cochituate Aqueduct, which runs from the Wellesley line, just north of route 9, to the Pickerel Pond area. During 2012, that committee received a report from its consultants, Weston & Sampson, saying that such a trail is feasible. The committee recommended, and the Conservation Commission approved, a more detailed design study.

Meanwhile, the Sudbury Aqueduct in South Natick, which has, for years, been used by the public unofficially, can now be used legally. The portion from Memorial School to Cottage Street is currently accessible. Our committee has been exploring, both in terms of topography and legal ownership, the portion from Cottage Street and Rockland Street.

We have also been working to create trails in two other parts of town. In northeast Natick, the Town owns 18 acres of conservation land that we call Pine Hill, but there is currently no legal means of access. We have held extensive meetings with the Conservation Commission, exploring several different methods of access, including purchasing property, negotiating an easement, or building a boardwalk over large wetlands.

Meanwhile, we have been exploring the logistical issues involved in building a fully accessible trail from the new Community-Senior Center past marshlands to Union Street near the hospital.

The MetroWest Regional Collaborative recently developed a Regional Open Space Connectivity Plan, and in 2012 a working group began meeting to implement that plan. Two members of our committee, plus other Natick residents, have attended those meetings, which have discussed issues such as connecting the Natick and Wellesley portions of the Cochituate and the Sudbury aqueducts.

Our committee provided recommendations to the J.J. Lane Park Study Committee regarding design of the expanded park, recommending amenities such as water access, community gardens, and a dog park. We responded to two requests from the Planning Board for advice on particular parcels – one a tiny piece of Chapter 61A (temporarily protected) land off Eliot Street, the other a land-locked parcel of conservation land adjacent to the proposed Hunters Hill expansion. We also examined a number of possible land purchases in executive session.

As part of our efforts to make the public aware of open space, we had tables at several town events: Natick Earth Day (April 22); Health, Fun, and Fitness Day (May 12); Natick Days (September 8); and Oldtown Calendar Competition (October 21). At most of these events, our table was shared by the other town committees involved with open space, as mentioned earlier in this report.

In May, due to unusual timings, we had a change in three of the seven members on our committee. Margie Brenner replaced Pat Conaway, who resigned to have more time for trails work; Mark St. Hilaire replaced Dave Ordway as our representative from the Recreation and Parks Commission; and Doug Shepard replaced George Bain as our Conservation Commission representative.

Respectfully submitted,
Martin Kessel, Chair
Michael Linehan, Vice-Chair
Margie Brenner, Clerk
David Coffey
Terri Evans, Planning Board
Mark St. Hilaire, Recreation and Parks
Doug Shepard, Conservation Commission

Recycling Committee

The Recycling Committee was active in 2012, constantly looking for ways to increase recycling awareness and to make it easier for residents to recycle. We are happy to report that recycling activity in Natick continues to flourish.

Some of the projects the Committee worked on in 2012 were as follows:

- Helped promote the re-opening of the paint shed, new Recycling Center hours on Thursdays and Fridays, and the new collection of rigid plastics at the Recycling Center;
- Presented to the Natick Selectmen our revised Business Recycling guide with recommendations to promote Business Recycling in Natick;
- Acted as a liaison with Next Step Living to do energy audits for residents;

- Staffed a table at the Kennedy Middle School science fair, speaking to students about recycling initiatives;
- Revised the Natick Green Pages;
- Updated the A – Z list on our website; and
- Assisted with another Computer and Electronics recycling event in October with Natick High School.

In addition, we have a committee member who will be the liaison between Recycling Committee and Natick Energy Task Force.

We have continued to present committee education topics each month, covering such topics as textiles recycling, opportunities for various rebate and collections of items before they are recycled, recycling tennis balls, rigid plastics, organics recycling, and things that Staples is doing in the areas of recycling and clean-energy in its Framingham Headquarters.

In the spring, we held our fourth annual Clean Your Attic Day. There was a lot of enthusiasm from all the volunteers and participation of residents continues to increase. In addition to collecting boxes of food for the Natick Food Pantry, we recycled two full trucks of electronics (including microwaves and air conditioners), 2 tons in metal recycling (new this year) , 37 bikes, many cartons of books, household goods, 80 pairs of glasses (new this year), 72 cell phones (new this year) and 3.5 tons of paper was shredded. Our next CYA day will be April 27, 2013.

Members of the Recycling Committee once again manned an information table at Natick Days, and also at the Natick Community Organic Farm's Pancake Breakfast, each of which met with lots of positive feedback and questions from residents. In addition, we participated in the Natick Earth Day festival on the Common.

Our website is continually updated with helpful information for Natick residents (<http://natickrecycle.pbworks.com>). There is also a link to this website on the town webpage (<http://natickma.org>, click on Boards and Committees, click on Recycling Committee, click on Natick Recycling Committee Website).

The Recycling Committee continues to assist the DPW in finding ways to improve and better utilize the Recycling Center, which is a major resource for the town. Residential usage at this facility is constant, especially with the increased hours of Thursday and Friday mornings. The Recycling Center plays a major role in keeping recyclables out of the waste stream and thereby lowering our tonnage and tipping fees. In addition to the items recycled at curbside, the Recycling Center accepts rigid plastics, Styrofoam, waste oil, all batteries, and items containing mercury, including fluorescent bulbs, thermostats, thermometers, and any elementary mercury. We are pleased to note that this area is getting more use every year. The brush and yard waste areas also have mulch and compost available for residential use.

Respectfully submitted,
Terry Miller, Recycling Committee Chairperson

Members: Geoff Del Sesto, Michael Garvey, Jack Gaziano, Ed Hoelsch, Mike Linehan, Dee Magnoni, Brinley Vickers and Scott Davis.

